LETTERS
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CAUT ACPPU
BULLETIN

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Librarians' Supplement
Rapport des bibliothécaires

Vol. 43, No. 6—June 1996 juin

Funding Crisis in University Research

THE UNIVERSITY COMMUNITY has for many years been unable to speak with one voice to the federal government on the importance of federal funding for university research.

A sign of the serious nature of the crisis in university research is that five national organizations — CAUT, AUCC, the National Consortium, and the two graduate student's organizations (the National Graduate Council and the Canadian Graduate Council) came together in May for a meeting with the two key ministers in the area, Finance Minister Paul Martin and Industry Minister John Manley, who is responsible for NSERC and SSHRC.

The meeting was organized by Peter Adams, the Liberal MP for Pererborough and chait of the Liberal Caucus on Higher Education.

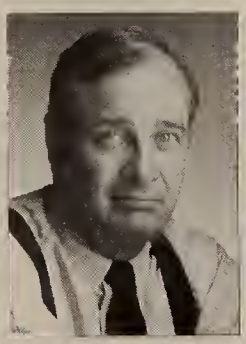
The university group agreed on a common document which was sent to the ministers in advance and stressed that university researchers

Five national organizations meet with Martin & Manley

wished to work with government on imaginative policies, consistent with fiscal and constitutional realities, to ensure that they could continue to plan an effective role in the national research agenda.

In the background paper the group discussed the changing face of university research notably in the development of centres of excellence and in interdisciplinary work. The purchasing power of funding from the federal research councils has been seriously eroded by increased infrastructure costs such as equipment, machine shops, animal care, and the like. It is in this context that the 20 per cent decrease in federal research funds by the end of the century has to be seen.

At the meeting Robert Giroux, the new president of AUCC, led off for the group. During discussion the representatives of the various associations underlined the



importance of the federal granting councils, the need to ensure support for graduate students, the significance of infrastructure funding, and the need for a specially designated senior petson in Mr. Manley's ministry who could act as an effective liaison between the government and the academic community.

The group regretted the cancellation of the Women's Faculty Awards and the summer research award programs of NSERC. The latter decision plus the genetal erosion of funds from the granting councils is having an adverse effect on graduate students who are the researchers of the future.

It called on the government to show leadership in this area of national priority.

There then followed a general exchange about how these problems might be addressed. The members of the group stated afterwards that they found the meeting realistic but hopeful.

Subsequently the group mer with members of the Liberal caucus on higher educarion to debrief and to consider future action to keep the research issue, especially university research, on the federal political agenda. Present were Andy Scott (Fredericton-York-Sunbury), Ian Murray (Lanark-Carleton), Mauril Belanger (Ottawa-Vanier), Ted McWhinney (Vancouver Quadra), Andrew Telegdi (Waterloo), and Warren Allmand (Notre-Dame-de-Grâce).

Professor Bill Bruneau, newly-elected president of CAUT, and Executive Director Donald Savage reptesented CAUT at the meeting. Robert Giroux and Ron Ianni, president of the University of Windsor, represented AUCC. Jean Lengellé and Paul Hough came from the National Consortium. Bob Burge and Steve Wilson represented the Canadian Graduate Council and the National Graduate Council respectively. ■

Rapport spécial de l'assemblée de mai du Conseil

Les charges contre l'enseignement postsecondaire

LE 3 MAI, LORS DE LA 40E assemblée du Conseil tenue à Ottawa du 2 au 5 mai, l'ordre du jour a été entièrement consacré à l'identification des problèmes reliés aux charges contre l'enseignement postsecondaire et aux solutions que les professeurs et les bibliothécaires d'université devraient mettre en oeuvre.

Dans ses commentaires préliminaires, Joyce Lorimer, alors présidente de l'ACPPU, a signalé les principales attaques contre l'enseignement postsecondaire, en particulier en ce qui a trait à son financement par le gouvernement fédétal. Elle a ajouté que certains gouvernements provinciaux avaient aggravé le problème en avalisant la théorie selon laquelle les droits sociaux des Canadiens ne peuvent être subventionnés par les deniers publics.

La séance de la matinée a porté sur les problèmes touchant la négociation collective, la libetté universitaire et la permanence de l'emploi ainsi que la restructuration et les bibliothécaires universitaires. Don Robertson, associé principal chez Robertson et Hill, comptables agréés, s'est adressé au Conseil dans le cadre de l'atelier de la négociation collective sur les régimes de retraite et les conséquences fiscales qui en découlent.

Le programme de l'après-midi a porté sur les solutions pour réagir aux attaques. Le Conseil a été informé que l'ACPPU serait bien représentée aux deuxièmes assises pancanadiennes du Conseil des ministres de l'Éducation, Canada. Sur le thème de l'imputabilité dans l'éducation postsecondaire, ses assises devaient se tenir à Edmonton la semaine suivant l'assemblée du Conseil. Le Conseil a adopté une résolution donnant l'orientation précise que devraient adopter les représentants de l'ACPPU à ces assises.

Un débat de spécialistes a permis de mettre en lumière les avantages de constituer des coalitions avec des organismes embrassant les mêmes objectifs et les méthodes pout y attiver. Bill Graham, vice-président de l'ACPPU, a présidé la séance. Des conférenciers se sont adressés au Conseil : Maude Barlow, présidente nationale du Conseil des Canadiens; Mike Martin, adjoint du ptésident national de l'Alliance de la fonction publique du Canada et Jim Turk, directeur de l'enseigne-

Voir CONSEIL... à la page 5 ☞

Special Report on May Council

The Attack on Post-Secondary Education

IDENTIFYING ISSUES RELATED to the attack on post-secondary education and the way university faculty and librarians should respond were the entire day's program on May 3 ar the 40th meeting of CAUT Council held in Otawa on May 2 - 5.

In her introductory comments, Joyce Lorimer then-president of CAUT, noted the majot assault on post-secondary education, particularly in relation to the funding of post-secondary education by the federal government. She stated that some provincial governments have compounded the problem by buying into the concept that the social rights of Canadians cannot be funded by the public purse.

The morning session centred on the issues surrounding collective bargaining, academic freedom and tenure, and restructuring and academic librarians. Don Robertson, senior parmer with Robertson & Hill Chartered Accountants, was the invited speaker for the collective bargaining workshop on early retirement packages and the tax implications stemming from them.

The afternoon program focused on responses to the attacks. Council was informed that CAUT would be well represented at the Council of Ministers of Education's Second National Consultation on Education, on the subject of accountability in Canadian education, to be held in Edmonton the following week. Council passed a resolution providing specific direction to CAUT's representatives at the consultation.

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Memorial student sees light in lotusland

Hats off to the New Democratic Party of British Columbia! It is refreshing to hear about a government that is putting people before profits. Proper investment in the education of our youth will ensure a vibrant work force for tomorrow. I am very pleased to see that Glen Clark and the BC NDP are investing their dollars wisely in the future of the province through increased funding for education. Not to mention, that tuition freeze.

Tuition at Memorial University has been increasing steadily every year since 1990. It is expected to jump yet again this September. All of these increases in tuition have resulted in minimal increases in student aid.

One of Newfoundland's biggest resources is its youth. Too bad the Liberals are too closed-minded to recognize this, and make post-secondary education more accessible to the youth of our province. I think the Liberals should take a lesson from the NDP.

Abolishing student grants which helped fund the cost of post-secondary education, and allowing Memorial to continue to raise its tuition without ensuring adequate funding through student aid is a slap in the face to all students. Maybe all of us Newf's should pack up our bags and head west.

PETER LANGDON
Vice President, Communications, The Graduate Students Union of Memorial University of Newfoundland

Massacre Memorial termed divisive

I have hesitated for quite a while before writing this letter. First, because I feared some might misinterpret it as racist and/or anti-feminist. Then, after I had written the initial draft, the murder of 16 children and one teacher in Dunblane, Scotland, happened.

Yes, the Montreal massacre has been used to promote the idea of collective guilt of males. Jennifer Bankier's November article (Vigil Saddens & Reminds Us Inequities Persist) said that Lépine had an "...underlying objection to women (and by analogy, of members of other equity seeking groups) who move out of their traditional spheres to occupy or transform 'white men's jobs' is shared and acted upon by many sane individuals through more moderate but nevertheless destructive behaviour."

There is no evidence that Lépine's crazed thoughts included Bankier's unsubstantiated statement. He did blame his problems on feminists but nothing in the press reports suggests that he ever wrote or said anything about "white men's jobs."

For me, there are two problems with the Dec. 6 Memorial. One is that the occasion is now used by some people to voice their divisive, anti-male ideas. They are (mis)using the 14 deaths. Bankier's article is but one example of this. Either Bankier is expressing her own personal opinion or (even worse) the views of CAUT's Status of Women Committee of which she is chair.

The second problem for me is the dwelling on such an unhappy event. As educators we strive to help students develop their abilities to the fullest. Celebrating positive achievements is more likely to help students reach their potential than is morbid concentration on the tragic events of December 1989. Let us remember those who died, but not use their deaths for one cause or another. There are so many positive achievements of Canadians of both genders that can inspire students to do their best.

MICHAEL COPELAND
Master, Calumet College, York University

Lawyers infer people's motives from both words and actions: Lépine's words, from his suicide letter: "[T]he feminists ... want to keep the advantages of women ... while seizing for themselves those of men." Lépine's actions: He targeted and murdered women who were attending an engineering school so that they could work at engineering jobs previously held only by men. The inference is obvious.

The article is not about "collective male guilt" (a useless emotion). It calls on everyone to "do their best" to end continuing discrimination and reprisals against equity-seeking groups. Will Master Copeland join us in that struggle? — Jennifer Bankier, Chair, CAUT Status of Women Committee

Professor defends 'tired old arguments'

Dr. Joyce Lorimer's editorial in the March issue poured scorn on the AUCC's discussion paper on academic freedom, as "trotting out the same tired old arguments about unionization and collective bargaining." She attacks four of those tired old arguments with generalized assertions to the contrary, often using Manitoba and Memorial as illustrations. For some of those lines of attack, Manitoba is a clear counter-example.

The first tired old argument to be attacked is the claim that "Unionization stands in potential opposition to academic self-government..." Well, in Manitoba the tenure by-law that protected the faculty's academic freedom was a by-law of the university senate, a thoroughly academic-dominated body even if many of the more active academics were also in some administrative capacity. Several years after the faculty unionized, the union executive decided unilaterally to make the tenure by-law a matter of collective bargaining, just another article in the collective agreement.

Since the senate is the most senior form of academic self-government in the university, and by this move the union ripped part of its mandate away, Manitoba's experience supports the tired old argument of the AUCC report. It does not support Dr. Lorimer's contention that "certified faculty associations have been careful to respect the line between the academic authority of senates and the negotiated rights of the association," unless 'respect' means the same thing as 'move.'

It would also seem obvious to all faculty here that during our recent strike we did indeed "treat senates as a second line of defence in opposition to management and the governing board," as the AUCC report claims. Academic freedom was the rallying cry of the strike, but we hardly involved the senate at all in the protests before and during the strike. This stands in great contrast to the way the senate was seen in the pre-union years of the early 1970s.

The final argument to be scorned is "that unionized contracts have inhibited the monitoring of the scholarly performance of faculty members." This claim is not countered by pointing out, as Dr. Lorimer does, that various procedural safeguards now built into our collective agreements have made such monitoring more accountable. Those same procedures have also raised the costs and risks to department heads of doing any monitoring at all, whence the inhibition noted in the AUCC report. The procedures may leave us better off if quality of monitoring is sufficiently improved to make up for smaller quantities, but that is a different argument that Dr. Lorimer has not made.

If tired old arguments can be refuted by generalized counter-assertion, then the AUCC report can be considered dead. If counter-evidence is required, then some of those tired old arguments survive in Manitoba despite the editorial.

NORMAN E. CAMERON
Economics, University of Manitoba

UMFA responds to Professor Cameron

Professor Cameron claims that unionization has made our tenure by-law "just another article in the collective agreement." This is inaccurate. The institution of tenure is still provided for in the university by-laws, outside the collective agreement. Our agreement specifies the procedures to be followed when determining whether tenure is to be granted, and when undertaking dismissal proceedings against tenured faculty (yes, that still happens). It protects faculty from arbitrary and unjust practices. Even Dr. Don Wells, Vice-President (Administration) at the time of unionization and for some years thereafter, has stated that "proper procedures" became the norm after the advent of union contracts. A central issue in last autumn's strike was to prevent our administration from amending the "redundancy and exigency" clauses in our collective agreement to institute downsizing procedures that would have allowed targetting of individual faculty members. Had the Administration been successful, this would have been the effective end of tenure.

Professor Cameron is also confused in his perception of the role of our senate in our unionized environment. The whole thrust of our efforts in last year's negotiations was to preserve the power of senate (as distinct from the Vice-President Academic) in assessing the need for downsizing and in determining how to implement it. Our senate (not our administration) is the university's senior academic decision-making body. We fought to preserve its role when our administration tried to "rip it away."

Finally, Professor Cameron contends that the procedural safeguards contained in collective agreements inhibit administrators from monitoring scholarly performance. This seems to imply that administrators cannot monitor effectively unless they are allowed procedural shortcuts, with their risk of unjust treatment. Professor Cameron thus exhibits a lack of faith in the abilities of our administrators. Our contract contains the means to discipline (and ultimately dismiss) incompetent faculty members. What may be lacking is the skill and will, on the part of our administrators, to do the job properly. Professor Cameron's quarrel on this score is not with the faculty association.

Professor Cameron is a respected colleague and friend of many years' standing. I regret that he seems to misunderstand several important issues.

R. GRANT WOODS
Past-President, University of Manitoba Faculty Association

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PRESIDENT/PRÉSIDENT: BILL BRUNEAU
EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL: DONALD C. SAVAGE
ASSOCIATE EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL ASSOCIÉ: GORDON PICHE-
MANAGING EDITOR/RÉDACTRICE EN CHEF: LIZA DUHAIME
EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION: LOUISE D'ANJOU
ADVERTISING AND CIRCULATION/PUBLICITÉ ET DIFFUSION: STELLA MAZZAROLO
TRANSLATION/TRADUCTION: LOUISE CARON
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Association Met a Year of Challenge Head-On

BY ED LAVALLE

THE COLLEGE INSTITUTE Educators' Association (CIEA) has had a year of challenges in 1995/96. A great deal of lobbying and organizing has gone into the funding crisis anticipated as a consequence of the federal cuts to social spending, the restructuring of the college/institute and agency system, and the high number of collective agreements expired or expiring during the year.

The three strategies that CIEA was involved in throughout the year to deal with these issues included a province-wide lobby against federal transfer payment cuts, a committee process to develop government policy in post-secondary education, and a provincial table to bargain issues arising out of downsizing of the public post-secondary system.

Cuts Put Education & Jobs on the Line

The greatest challenge to our working lives and to opportunities for students was the unambiguous statement by the federal Liberal government to cut funding to social transfer payments, including not only cuts to general post-secondary education but also to other programs of federally-funded training, including apprenticeship.

The magnitude of direct cuts is staggering: $477 million in 1996-97 and a further $824 million in 1997-98. We were concerned because of the impact these cuts would have on student accessibility and student debtload.

We were concerned because the cutbacks would damage local economies in which the colleges were a significant employer. And, we were concerned because the range of education and training would narrow and because our jobs and working conditions were on the line.

On Feb. 7, the Day of Action in Support of Public Post-Secondary Education began with "alternative hearings" which provided an opportunity for over 20 community, labour, student, and education groups to make their positions known on the proposed federal cuts.

It was a powerful experience for CIEA representatives — on the panel with distinguished academics, educators, labour representatives and others — to hear how much the groups on the panel cherished post-secondary education and were prepared to come to its defence.

Later in the day, a spirited rally was held in front of the Vancouver Art Gallery where more militant speeches and chants echoed the themes set out in the written and carefully articulated briefs of the alternative hearings. The many faculty and staff who joined their students in making a statement for education around the province on that day found it a moving experience.

Where the provincial campaign did find resonance was among the NDP political leadership in Victoria. Premier Glen Clark, who had been at the rally, and his cabinet produced a budget which absorbed much of the negative impact of the federal cuts. Although this benefit was accompanied by an expectation that educational workers would do more for less, the immediate threat of massive layoffs as a consequence of deep cuts was avoided. Students benefited from the second tuition freeze during the NDP's term in government.

Birth of the Strategic Plan

The second challenge we faced was the ministry's intention to restructure the college, institute and agency system. The provincial government has moved further than any previous government to review the public sector and service, to make it more accountable, and to bring in more controls. The noxious Public Sector Employers' Council and its troublesome spawn, the Post-Secondary Employers' Association, are examples of this penchant to monitor and control.

Deputy Minister of Education, Skills and Training Garry Wouters, agreed to provide a wider consultative forum, involving all institutional constituencies, to discuss a strategic plan for the sysrem and CIEA got involved in the process right from its inception. CIEA has been successful in raising faculty and staff concerns and in having many changes made to discussion documents initiated by the ministry.

It has been particularly effective in ensuring that there is a balance between the educational concerns of faculty, particularly those in the academic or university transfer areas, and the priorities of those with concerns rooted in the labour market and its emphasis on job training and employability skills.

Bargaining Process Challenged

CIEA members faced a third and most hazardous challenge in the bargaining environment. Last fall, bargainers were faced with extremely adverse circumstances. The threat of federal funding cuts, concern about the provincial economic picture, and the centralization of bargaining processes created uncertainty and confusion.

In an attempt to defend members' job security and to achieve a measure of fair compensation, CIEA lobbied to solve some of the emerging problems through a provincial forum, so long as ratification by locals of any resulting agreement was required.

The next six months were the most difficult CIEA faced in almost three decades of union activity in the college and institute sector. The union maintained its unity through the formative and the most difficult stages of the bargaining process.

The unions which made up the Joint Union Caucus — CIEA, BCGEU, and the two local unions at BCIT and Emily Carr Institute of Art and Design — were able to produce a common set of objectives and to exhibit solidarity throughout the process. And, by the end of April, the Joint Union Caucus received the facilitator's recommendations for a framework agreement.

Ratification votes are currently underway at CIEA locals around the province. The framework agreement establishes a province-wide salary grid, compensation increases of 2.6 per cent over three years and improvements in job security and language in a variety of contract areas.

"It was the best of rimes, it was the worst of times." This bittersweet aphorism captures the reality of the struggles that CIEA has collectively endured over the past 12 months. Hopefully, the next 12 months will prove that the struggles have been worth it. ■

(Ed Lavalle is President of CIEA.)

CIEA represents the professional and labour relations interests of 5,500 college, institute and university-college faculty and staff in British Columbia. CIEA has a special provincial associate membership in CAUT.

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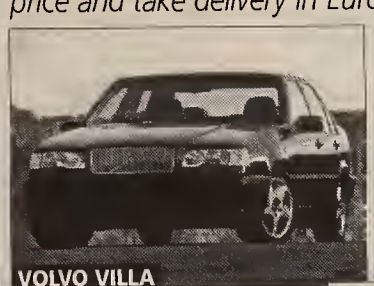

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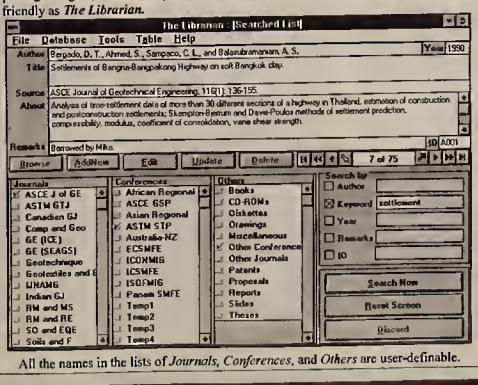

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Highlights of the 40th Council Meeting

- Adopted in principle: UNESCO draft recommendation concerning the Status of Higher Education Teaching Personnel *(CAUT members wishing to receive a copy can do so by contacting the CAUT office)*
- Approved: Model Clause on Fraud and Misconduct in Academic Research and Scholarly Activity
- Approved: The continuation of the current membership arrangements with CIEA-BC
- Approved: Lobbying Priorities for next 6 months — identifying the federal financing of post-secondary education and research, student aid, revisions to the copyright act and the Canada Pension Plan
- Carried: Three resolutions related to the harmonization of provincial and federal (GST) sales tax and SSHRCC funding
- Carried: Resolution denouncing the practice of awarding honourary degrees to politicians while holding office

Council Resolutions on GST & SSHRCC Funding

THAT CAUT cooperate with FNBFA, MUNFA and NSCUFA in lobbying the federal and provincial ministers of finance to have the present GST rebate extended to the provincial sales tax portion of the harmonized tax in New Brunswick and Newfoundland.

(FNBFA — New Brunswick)

THAT Council reconfirm its support for the Don't Tax Reading Coalition and direct that lobbying be undertaken in the Atlantic region against the imposition of the harmonized tax on books.

(Cape Breton — Memorial)

THAT CAUT join with the Canadian Association of Learned Journals of the Learned Societies in protesting the recent decision of the SSHRCC which has placed in jeopardy the existence of many scholarly publications; specifically, the SSHRCC's decision to allocate only $1.2 million of the $2 million it had budgeted for aid to scholarly publications.

(Saint Mary's — Toronto)

Council Resolution on Honourary Degrees

IN order to preserve the independence and autonomy of institutions of higher education, universities and colleges should not normally offer or award honourary degrees to Canadian politicians until they have retired from elected office.

(Alberta — Past President)

The Attack on PSE

FROM PAGE 1

A panel discussion was also held to outline the advantages and methods of building coalitions with organizations with similar objectives. The session was chaired by Bill Graham, CAUT vice-president, and involved guest speakers Maude Barlow, national chairperson of the Council of Canadians; Mike Martin, assistant to the national president of the Public Service Alliance of Canada; and Jim Turk, director of education of the Ontario Federation of Labour.

One example of effective coalition building was CAUT's involvement with CHOICES and the Canadian Centre for Policy Alternatives in development of an alternative federal budget.

Draft Policy on Performance Indicators[1]

The draft policy statement on performance indicators (PIs) was presented for first reading to CAUT Council in May. The draft policy was the culmination of 18 months of work of the Ad Hoc Committee on Performance Indicators and Accountability, chaired by newly-elected CAUT President William Bruneau (UBC).

The draft policy statement and supporting background paper on the history and theory of PIs in Canada, served as a basis for discussion by delegates on the stance CAUT should take with respect to measuring performance at Canadian universities.

Discussion at Council stressed the need for negotiation between faculty and university administrations in the selection of relevant indicators to be used. It also centred on the need to identify the reasons, motives and costs for each PI and warned faculty associations to guard against the use of PIs that deliberately or unintentionally promote the separation of teaching and research.

Through the summer months, the ad hoc committee will examine the feedback received at Council and will revise the draft statement for further review and final approval in November 1996.

Is Accreditation the Answer?

Armed with a background paper prepared by past-president Joyce Lorimer[2], Council delegates engaged in a lively discussion of the role accreditation might play in ensuring accountability of Canadian universities.

The debate focused on the principle of accreditation and not on particular structural models. A straw vote indicated a large majority of Council delegates were in favour of pursuing development of a CAUT policy on accreditation.

The Executive Committee has been asked to draw up some concrete proposals for discussion in November and to produce brief descriptions of the accountability/accreditation structures in the United States, France, the United Kingdom and Holland. In doing so, the Executive will discuss the issue with AUCC and other interested bodies.

Collective Bargaining "Alert" Receives Approval in Principle

George De Benedetti, then chair of the Collective Bargaining and Economic Benefits Committee of CAUT, introduced a draft document "Guidelines for an 'ALERT': Measures for Response to Threats to the Collective Rights of the Profession and/or to the Collective Bargaining Process at Canadian Universities" to Council. The document outlined a process whereby CAUT may invoke an 'ALERT' when it determines that there is a serious threat to collective bargaining rights.

Council approved the guidelines in principle, directed the CAUT Executive to amend the guidelines in light of the discussion at the meeting and authorized it to act with the amended guidelines on an interim basis until the next Council meeting in November 1996. ■

1. The full text of the draft statement can be found in the special edition of the May 1996 Bulletin.

2. The full text of Joyce Lorimer's background paper on accreditation can be found in the special edition of the May 1996 Bulletin.

Don Savage to Retire in '97

"AS DIFFICULT AS IT MAY BE TO imagine, Don Savage will be retiring as executive director of CAUT in the fall of 1997," the CAUT president announced to Council delegates. "If we are to have a new executive director hired and in place by Sept. 1, 1997, we must be in a position to begin the search process by late summer," she said.

Council authorized the Executive Committee to establish a search committee from its own membership to search for a replacement for the retiring executive director. In addition, Council authorized one representative on the search committee from CAUT staff, chosen by CAUT staff. The search committee was mandated to broadly consult with member associations and CAUT staff during the search process. ■

EXECUTIVE COMMITTEE 1996-1997

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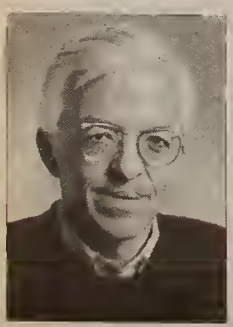

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Les charges contre l'EPS

SUITE DE LA PAGE 1

ment de la Fédération du travail de l'Ontario.

La participation de l'ACPPU à CHOICES et au Centre canadien de recherche en politiques de rechange, visant l'élaboration d'un budget fédéral de rechange, sont des exemples de constitution efficace de coalitions.

Projet d'énoncé de principes sur les indicateurs de rendement[1]

Un projet d'énoncé de principes sur les indicateurs de rendement a été présenté au Conseil de l'ACPPU à son assemblée de mai. Après 18 mois de travaux, le comité spécial sur les indicateurs de rendement et l'obligation de rendre compte, présidé par le nouveau président de l'ACPPU, William Bruneau (UBC), a présenté l'ébauche en première lecture.

L'énoncé de principes et de la documentation sur l'histoire et la théorie des indicateurs de rendement au Canada ont servi de base à une discussion sur la position que l'ACPPU devrait prendre à l'égard de l'évaluation du rendement dans les universités canadiennes.

Les délégués ont insisté sur la nécessité que le corps professoral et l'administration universitaire négocient ensemble le choix des indicateurs pertinents qui seront utilisés. Ils ont aussi mis en valeur l'importance d'identifier les raisons, les motifs et le coût de chaque indicateur. Ils ont mis en garde les associations de professeurs contre l'utilisation d'indicateurs encourageant délibérément ou involontairement la séparation de l'enseignement et de la recherche.

Au cours de l'été, le comité spécial se penchera sur les commentaires formulés à l'assemblée de mai et révisera le projet d'énoncé de principes pour que le Conseil le revoit et l'approuve à son assemblée de novembre 1996.

Est-ce que l'agrément est la réponse?

À l'aide d'un document rédigé par la présidente sortante Joyce Lorimer et servant de fil conducteur[2], les délégués du Conseil ont entamé une discussion animée sur le rôle que pourrait jouer l'agrément pour garantir la responsabilité publique des universités canadiennes.

La discussion a tourné autour du principe de l'agrément et non pas sur des modèles particuliers de structure. Un vote d'essai a révélé qu'une grande majorité de délégués était en faveur de l'élaboration d'une politique de l'ACPPU sur l'agrément.

Le Conseil a demandé au Comité de direction de formuler quelques propositions concrètes qui seront discutées à l'assemblée de novembre et de rédiger de brèves descriptions des structures d'agrément et d'obligation de rendre compte en vigueur aux États-Unis, en France, au Royaume-Uni et en Hollande. Ce faisant, le Comité de direction discutera de la question avec l'AUCC et d'autres organismes intéressés.

Le document d'«avertissement» est approuvé en principe

George De Benedetti, alors président du Comité de la négociation collective et des avantages économiques de l'ACPPU a déposé un projet de document d'avertissement en cas de menaces à la négociation collective intitulé *Guidelines for an 'ALERT': Measures for Responses to Threats to the Collective Rights of the Profession and/or to the Collective Bargaining Process at Canadian Universities.* Des lignes directrices sont énoncées dans le document qui permettront à l'ACPPU de lancer un «avertissement» lorsqu'elle jugera que des droits liés à la négociation collective sont gravement menacés.

Le Conseil a approuvé en principe les lignes directrices et a demandé au Comité de direction de les modifier en fonction des discussions de l'assemblée. Il l'a également autorisé à prendre, à titre provisoire, les mesures nécessaires quant aux lignes directrices jusqu'à l'assemblée du Conseil de novembre 1996. ■

1. Le projet d'énoncé de principes est reproduit intégralement dans le numéro spécial du Bulletin de mai 1996.

2. Le texte de Joyce Lorimer est reproduit intégralement dans le numéro spécial du Bulletin de mai 1996.

Faits saillants de la 40e assemblée du Conseil

- Adoption en principe: Recommandation de l'UNESCO sur la condition du personnel enseignant du milieu universitaire
- Approbation de la clause modèle sur la fraude et l'inconduite dans le domaine de la recherche universitaire et des activités intellectuelles
- Approbation de l'entente actuelle avec la CIEA-BC
- Approbation des priorités de lobbying pour les six prochains mois — en déterminant le financement fédéral de l'enseignement postsecondaire et de la recherche, l'aide financière aux étudiants, les modifications de la loi sur le droit d'auteur et le Régime de pensions du Canada
- Adoption de trois résolutions liées à l'harmonisation des taxes de vente provinciales avec la TPS fédérale et à la décision du CRSH de réduire son financement
- Adoption d'une résolution sur la remise de grades honorifiques à des politiciens encore actifs

Résolutions au sujet de la TPS et du CRSH

QUE l'ACPPU collabore avec la FAPUNB, la MUNFA et la CAPUNE pour exercer des pressions sur les ministres fédéral et provinciaux des Finances afin que la réduction actuelle sur la TPS soit étendue à la taxe de vente provinciale harmonisée du Nouveau-Brunswick et de Terre-Neuve.

(FAPUNB — Nouveau-Brunswick)

QUE le Conseil affirme de nouveau qu'il appuie la Don't Tax Reading Coalition et ordonne l'exercice de pression dans la région de l'Atlantique contre l'imposition d'une taxe harmonisée sur les livres.

(Cape Breton — Memorial)

QUE l'ACPPU se joigne à la Canadian Association of Learned Journals des sociétés savantes pour protester contre la décision récemment prise par le CRSH et qui menace l'existence de nombreuses publications savantes. Cette décision consiste en particulier à affecter seulement 1,2 millions de dollars des 2 millions prévus à l'aide aux publications savantes.

(Saint Mary's — Toronto)

Résolution sur la remise de grades honorifiques

AFIN DE préserver l'indépendance et l'autonomie des établissements d'enseignement postsecondaire, les universités et les collèges ne devraient normalement pas offrir de grades honorifiques aux politiciens canadiens tant qu'ils sont encore élus.

(Alberta — Président sortant)

La vie après Don Savage

«MÊME S'IL SEMBLE DIFficile d'y croire, Don Savage, le directeur général de l'ACPPU, prendra sa retraite à compter du 1er septembre 1997», a annoncé la présidente de l'ACPPU aux délégués du Conseil. «Pour qu'une personne occupe le poste de directeur général à compter du 1er septembre 1997, l'Association doit être en mesure de commencer le recrutement dès la fin de l'été», a-t-elle ajouté.

Le Conseil a autorisé le Comité de direction à choisir parmi ses propres membres pour composer un comité de recrutement et le personnel de l'ACPPU à choisir un représentant ou une représentante pour siéger au comité de recrutement. Ce comité a le mandat de consulter largement les associations membres et le personnel de l'ACPPU pendant le processus. ■

COMITÉ DE DIRECTION 1996-1997

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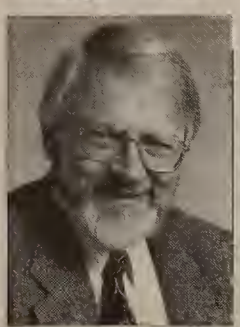

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Status of Women report bias against men

The Status of Women Supplement on systemic discrimination (April) presents, with some exceptions, such a predictable and seemingly biased view that I eagerly sought empirical support for its claims, in particular the purported systemic discrimination against women in universities.

The tables presented on pages 10 and 11 provided relevant evidence, but rather than showing bias against women, the tables suggest that current hiring practices may discriminate against men.

Specifically, women constituted 31.9 per cent and 32.2 per cent of doctorates in 1992-93 and 1993-94, respectively, but they held 41.4 per cent of all jobs at the lecturer and assistant professor ranks and 42.1 per cent of tenured or tenure-track jobs at those ranks. Similar percentages occur if one considers only Assistant Professors. Thus, women hold more entry-level academic positions than expected given the available PhD graduates. These numbers may even underestimate the bias since much recent hiring has been in areas with low percentages of women PhDs (i.e., sciences).

Interpret these results cautiously, of course, as there are alternative explanations for the seeming discrimination against men. For example, perhaps the women who are being hired include members of earlier PhD cohorts, thus enlarging the pool of available candidates.

One could also dismiss the numerical data as a masculine bias that marginalizes women's intuitive ways of knowing, or as reflecting a patriarchal view that primarily privileged individuals (i.e., those with PhDs) should teach in universities. Or perhaps my response simply reflects "Men's resistance and denial," mentioned in Susan Prentice's pseudo-psychological piece in the Status of Women insert.

As with all ideas, people will decide for diverse reasons what to believe about whether universities are equitable in their hiring and treatment of women. I trust that factual evidence still carries some weight, even in these relativist and anti-empirical times.

JIM CLARK
Psychology, University of Winnipeg

Jim Clark requests empirical support for claims about systemic discrimination against women, but incorrectly interprets the Supplement's facts. Percentages of women in lower ranks of university appointments are larger than of recent PhDs — a bias towards women? As few faculty step in a single year from doctorate to teacher, new PhDs are not all the pool of potential candidates. As women progress slowly through the ranks and stay in assistant professor or lecturer positions much longer than men, they appear over-represented in these positions. The facts do not show bias but his interpretation reads them to do so. — Jennifer Mather, CAUT Status of Women Committee

CAUT's Web Site is up & running!

The web site contains a mixture of information about CAUT and its committees and functions. Selected articles from the Bulletin have been posted, plus a selection of press releases, policy statements, briefs and discussion papers.

Links to other faculty associations and some government sites have also been included.

Get connected http://www.caut.ca

EDUCATION 3000

THE UNITY CONFERENCES

The first ministers unity Conferences should be replaced by provincially elected unity members meetings. The Prime Minister of Canada should have a seat at every meeting.

Initially premiers were elected based on their governmental skills and not according to their vision of unity of Canada and the will to unite the country.

A seat should be created for a special unity representative, directly appointed by Her Majesty Elizabeth II, The Queen of Canada.

The Federal and Provincial Governments, should agree upon all rules concerning the number of seats, ridings, nominations (including non-politicians) and other matters such as whether there is a conflict of interest for premiers to be nominated for unity elections.

Education 3000's constitution is available (18 pages). Send $10 Can. (Add $5 for outside North America) to: Dr. M. Basti, president of Education 3000, 916 - 22 Bellveau Rd., Winnipeg, MB R2M 1S5.

A NEW CANADA

THE LAST WORD IN TRAVEL - AT LEAST FOR THE SUMMER

Our best wishes to all CAUT/ACPPU members for a happy summer and to our travellers - have a pleasant and safe trip.

A special **THANK YOU** to our CAUT/ACPPU members from the following Universities: **Newfoundland**: Memorial; **Novo Scotio**: Acadia, Dalhausie, St. Mary's, Saint Francis Xavier; **New Brunswick**: Maunt Allisan, University af New Brunswick; **Prince Edward Island**: University af Prince Edward Island; **Ontorio**: University af Ottowa, Queen's, Yark, University of Toranta, Western Ontaria, Laurentian, Lakehead; **Saskatchewan**: University af Regina; **Alberta**: University af Calgary; **British Columbia**: University af British Columbia, University af Victaria. YOUR SUPPORT WAS TERRIFIC - WELL DONE!!

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The Mary Warner Case Continues

Despite some promising developments, it seems likely that legal roadblocks will continue to dog Mary Warner's bid to have her Human Rights complaint heard & decided on its merits.

BY MURRAY MILES

SINCE 1994 LEGAL ROADBLOCKS have produced further delays in the Mary Warner case.

Readers of the CAUT *Bulletin* will recall that Mrs. Warner, a secretary at Brock University for 15 years gave evidence in 1985 before the University's sexual harassment committee against a male faculty member. The faculty member later resigned and was appointed a full professor at the University of Maryland. Mrs. Warner was subjected to harassment and subsequently fired in 1986. She filed a libel claim, a wrongful dismissal claim, and an Ontario Human Rights Action. She won the libel action against then President Alan Earp in April 1992. An appeal against that decision expired after one year with no evidence to sustain it.

In May-July 1993 a Human Rights hearing commenced in Hamilton but stalled after 23 days of hearings. The board president, a female law professor, resigned in February 1994 because her impartiality was challenged for holding a private conversation in the May-July hearing with an expert witness on sexual harassment, Michele Paludi.

Since then the university lawyers made application under the Judicial Review Procedure Act before the Ontario Court of Justice (Divisional Court) for a ruling to quash the Ontario Human Rights Commission decision to request the appointment of a new Board of Inquiry. They also sought an order to stay these proceedings forever.

The judicial review was heard in February 1996 before three judges, McMurtry, C.J.O.C., and Saunders, and Madam Justice MacFarland. The university lawyers argued that the university had been treated so badly by the Human Rights Commission that it could not hope to receive "fair treatment" if a new board were appointed. They claimed that long delay, "excess of jurisdiction," failure to disclose evidence, improper investigative techniques, and improper reconsideration of the initial decision not to hold a hearing (a decision which the Commission subsequently reversed) constituted an abuse of process.

The Commission lawyer, Catherine Pike, argued that the delay was not prejudicial to Brock, that Brock had not objected to an earlier schedule calling for a hearing in February 1994, that the university had been responsible for the delay over the last two years and had waived its right to complain by willingly participating in the 1993 hearing. Mrs. Warner's lawyer, Bruce Feldthusen, argued that Mrs. Warner and society in general had an interest in seeing the case determined on its merits.

In a nine-page ruling the three judges rejected Brock's bid to prevent a hearing. They indicated that the delays were "appalling and inexcusable" but hoped "that every effort will be expended to bring this matter to a final resolution." The judges ruled that the question of whether a hearing should take place must be addressed "by the appropriate authorities to determine whether a new board of inquiry should be appointed," which Madam Justice MacFarland in her written ruling termed "the only forum available to consider Ms. Warner's request for reinstatement." In the court's view "it would be most unfair ro Ms. Warner were she denied an opportunity to seek ro have her case considered on its merits." Mrs. Warner's lawyer, Bruce Feldthusen said "We're very pleased...Mrs. Warner is very confident that she'll get her hearing determined on its merits." The university's lawyer indicated: "We're still considering our options."

In April, the university lawyers filed notice with the Ontario Court of Appeal to appeal the Divisional Court's rejection of its claim. The appeal will be heard by three judges on June 10, 1996. Even should the Appeals Court reject the bid, further delays seem not unlikely. Is the next step the Supreme Court of Canada? Certainly, the university has the resources. With the various motions since 1986, this case has to date (May 27) already been before at least 15 judges and cost the taxpayer an enormous amount of money. On June 26 next, Brock University President Terrence White moves on to the Presidency of the University of Calgary. But the Mary Warner affair refuses to go away. ■

(Murray Miles is a professor in the Department of Philosophy at Brock University.)

Any financial assistance that CAUT members can send will be gratefully received. Mrs. Warner's costs in this case are staggering. Please forward donations to The Mary Warner Fund, c/o Professor Murray Miles, Department of Philosophy, Brock University, St. Catharines, Ontario L2S 3A1. Such support has always lifted Mrs. Warner's spirits. Thank you.

Background: CAUT Bulletin reports, June 1987, February 1989, June 1992, February 1995.

Censured Administrations in the United States

INVESTIGATIONS BY THE AMERican Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 Fourteenth St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
UNIVERSITY OF THE OZARKS *ARKANSAS* *Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.*	December 1963(352-59)	1964
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	Oecember 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
MARQUETTE UNIVERSITY *WISCONSIN*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEOICINE ANO HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
UNIVERSITY OF TEXAS OF THE PERMIAN BASIN	May 1979(240-50)	1979
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM *CALIFORNIA*	May-June 1988(34-40)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY *INDIANA*	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE *FLORIDA*	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
WESLEY COLLEGE *DELAWARE*	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CHOWAN COLLEGE *NORTH CAROLINA*	May-June 1992(50-54)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
STEVENS INSTITUTE OF TECHNOLOGY *NEW JERSEY*	May-June 1995(51-56)	1995

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The movement for active, healthy living

Research Associate

The University of British Columbia is seeking an individual with a PhD in epidemiology, economics or health policy with expertise and interest in all three areas as well as outcomes and program evaluation. S/he will be expected to work collaboratively with physicians, health economists and other scientists in a health policy team. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested individuals should send their curriculum vitae and the names and addresses of three referees to: **Linda Peritz, PhD, Managing Director, Centre for Evaluation Sciences, BC Research Institute for Child and Family Health, 4480 Oak St., Room E414, Vancouver, BC V6H 3V4.**

ACCOUNTANCY

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are being invited for a tenure-track position at the Assistant Professor rank from those with teaching and research interests in (1) auditing and attestation, (2) financial accounting, (3) management accounting and information systems, and (4) taxation. PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1996. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to the availability of funds. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

APPLIED MICROBIOLOGY & FOOD SCIENCE

UNIVERSITY OF SASKATCHEWAN — The Department of Applied Microbiology and Food Science, University of Saskatchewan, invites applications for a tenure-track position at the rank of Assistant or Associate Professor. The unique combination of strengths in Microbiology and in Food Science in this department offers an exciting opportunity to interface with both of these disciplines. The successful applicant will be expected to teach undergraduate and graduate level courses, supervise graduate students, contribute to committee work, and develop an active, externally-funded research program. A variety of opportunities exist for collaborative interaction with other research organizations on campus and with the province's industrial sector. Required qualifications include a PhD in Food Science or in a related discipline such as Biochemistry, Chemistry, Food Engineering or Microbiology, demonstrated teaching ability, and well developed interpersonal and communication skills. An interdisciplinary approach to teaching and research, and flexibility with respect to the nature of teaching duties assigned, will be viewed as positive attributes. Applicants should submit a statement of research interests, a curriculum vitae, and samples of scholarly work, and should arrange for the submission of three letters of reference, to: Dr. R.T. Tyler, Chair, Search Committee, Department of Applied Microbiology and Food Science, University of Saskatchewan, 51 Campus Drive, Saskatoon, Saskatchewan, Canada, S7N 5A8; 306-966-5010 (voice), 306-966-8898 (fax). The closing date for applications is July 31, 1996, or when a suitable candidate has been found. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

ARCHITECTURE

CARLETON UNIVERSITY — School of Architecture. Applications are invited for a tenure-track position (rank open) in the School of Architecture to commence September 1, 1996. This position is subject to budgetary approval. This position is primarily in technology and architecture. The candidate should have a professional degree in architecture and an advanced degree in architecture or engineering, and will be evaluated on the basis of demonstrated ability in teaching, research and publications or professional practice. The successful candidate will be expected to teach Design Studio, and core courses in the area of building technology, and to continue some combination of research, scholarship and practice. Carleton's five year programme leads to a professional Bachelor of Architecture degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. The focus of the programme is the Design Studio, where students confront design projects which address both theoretical and practical issues in architecture, through drawings, models, and other techniques (video, photography, computer, etc.). Projects are generated by studio professors and are directed toward developing the creative potential of students as well as sensitizing them to cultural and social issues. The School also offers a research-based Master's programme with the theme of "Architecture and Culture." Applications, with a curriculum vitae, copies of publications or reports of research or designs in progress, and the names of three referees, should be sent to: Professor Ben Gianni, Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-2861; Fax: (613) 520-2849. Salary will be commensurate with rank and experience. Application deadline: July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN — The Department of Biology at the University of Saskatchewan invites applications for a tenure-track position at the Assistant Professor level. The position will be for a botanist working with lower plants or fungi; expertise with molecular techniques is desirable. The candidate will be expected to participate in teaching a second year survey course dealing with bacteria, algae and fungi, and develop a senior course in his or her specialty. The candidate should hold a PhD and have postdoctoral or equivalent experience. This position will be available January 1, 1997. Applicants should submit a letter of application, curriculum vitae and the names, addresses and telephone, fax or E-mail numbers of at least three referees, and a brief description of research interests and teaching capabilities to: Dr. L.C. Fowke, Head, Department of Biology, University of Saskatchewan, Saskatoon, SK S7N 5E2; Telephone - (306) 966-4400; Fax - (306) 966-4461; E-mail - Larry.Fowke@usask.ca. The University of Saskatchewan is committed to principles of employment equity. Aboriginal candidates, the disabled, members of visible minorities, and women are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is August 31, 1996.

UNIVERSITY OF WATERLOO — Department of Biology. Animal/Molecular and Microbiology. The Department of Biology of the University of Waterloo invites applications for a minimum of two Tenure Track Assistant Professorships, with an anticipated starting date of 01 September 1996. Applicants must have a PhD, preferably with postdoctoral experience, and demonstrate outstanding ability or potential in research and teaching. Duties include independent research, teaching at the undergraduate and graduate levels, and graduate student supervision. The Department is supportive of interdisciplinary and collaborative research. We currently require teaching in the areas of animal physiology, genetics, immunology and microbiology. One search seeks candidates in the area of animal/molecular biology who are interested in studying the molecular biology of an animal system. We will, for example, consider candidates who use recombinant DNA techniques to study physiological (e.g. endocrinology, immunology, neurobiology or developmental biology, etc.) problems in animal systems. The second search seeks candidates in the area of microbiology with demonstrated competence in the molecular aspects of the discipline. Salary range commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 pages) of their proposed research program to: Dr. D. George Dixon, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is June 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Additional information on the Department is available at http://www.science.uwaterloo.ca/biology/biology.html.

BUSINESS

TRINITY WESTERN UNIVERSITY invites applications for a tenure-track position in the Business Faculty, to begin August 15, 1996, or when a suitable candidate is found. A PhD is preferred or a Master's degree plus professional certification. Preference will be given to a candidate whose background includes one or more of the following areas of interest and activity: Management Science, Management Information Systems, Business Strategy and Policy perspectives, and includes interest and ability at teaching in general business courses as well as in specialized teaching. Experience in business will be viewed as an asset. Trinity Western University is a Christian liberal arts university affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the university's Statement of Faith and Community Standards. A C.V. and references should be sent to Mr. John Sutherland, Assistant Dean, Faculty of Business and Economics, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1, phone (604) 888-7511 or fax (604) 888-7560. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for

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UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Faculty of Arts: Department of History

Applications are invited for a position at the rank of **associate professor** in the field of Politics (including, for example, international relations, state formation, political culture, public policy, and cultural policy) and Constitutional History. The Department is particularly interested in people with a research interest in the period since 1945. They also seek a scholar who has already established a significant reputation in the field and who will be immediately eligible for appointment to the graduate program. Salary and tenure status dependent on qualifications and experience. Candidates should send a curriculum vitae along with the names of three referees to: Prof. Adrian Shubert, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Applications must be received by November 30, 1996.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

Center for Coastal Studies, British Columbia.

Field Director

The School for Field Studies seeks an educator/administrator to serve as a full-time director for year round undergraduate field programs focusing on watershed management and coastal zone issues. Director will lead an interdisciplinary team of faculty (forester, applied coastal ecologist and economist) in a program emphasizing applied field research for groups of up to 32 students. Responsible for handling budget logistics, safety/risk, and administrative tasks, PhD in environmental education, forestry, natural/coastal zone management or directly relevant field, 5 years' administrative experience in an equivalent or related position and 3 years' teaching experience emphasizing curriculum integration. To apply, send cv and letter to: **The School for Field Studies, Dept. CC, 16 Broadway, Beverly, MA 01915, USA.**

Concordia University is seeking a Dean of the Faculty of Engineering and Computer Science

The Dean is the academic leader of a dynamic Faculty of Engineering and Computer Science comprising departments of Civil Engineering, Electrical and Computer Engineering, Mechanical Engineering, Computer Science, the Centre for Building Studies, and other research centres. Over 2000 undergraduate students are currently enrolled in programmes which include the Bachelor of Engineering (Building Studies, Civil, Computer, Electrical, Industrial or Mechanical) and the Bachelor of Computer Science. Graduate programmes, with almost 650 students, include DipCSc, MASc, MCSc, MEng, MEng (Aerospace) and Ph.D.

Concordia University is seeking a Dean who possesses vision and confidence, who is committed to academic excellence at both undergraduate and graduate levels. The Dean will have a strong record in teaching, research and administration in a disciplinary area of the Faculty. As leader of a large and complex Faculty, the Dean must be able to manage relations among its several constituencies in an open and collaborative manner, to motivate the faculty, students and staff, and elicit their support.

Concordia serves a diverse student population and operates in a bilingual professional and academic community; therefore, communication skills in both English and French are an asset. As spokesperson for the Faculty, a key part of the Dean's mandate is promotion of effective links with industry and research centres in Quebec and Canada, and internationally.

Appointments are normally for a five-year term.

Applications or nominations, including a full curriculum vitae, a one-page summary of relevant academic, administrative and research experience, and the names of five referees, must be sent by 16 September 1996 to the attention of: Amely Jurgenliemk, The Office of the Secretary General, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, QC, H3G 1M8.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

CAUT Bulletin Insert · Vol. 43 · No. 6 · June 1996

Librarians' 1996 SUPPLEMENT

SUPPLÉMENT des bibliothécaires

Encart du Bulletin de l'ACPPU · Vol. 43 · No 6 · juin 1996

Message from the Chair
United We Stand

By Ken Field

THE issue of the role of academic librarians in the functioning of the university continues to gain in importance as the financial and philosophical attacks on universities become more frequent and persistent. Academic librarians and faculty must wake up to the fact that as university administrations cut funding to libraries, the university as a whole will suffer. This will occur as a result of cuts to acquisitions budgets which will lead to reductions in resources, both monograph and serial, and to reductions in services due to fewer staff and heavier workloads.

On the philosophical side, attacks on tenure, which, if successful could lead to short term contract positions renewable on the basis of some as yet unknown set of performance criteria, will place academic freedom in jeopardy. One can easily envisage a situation where a faculty or academic librarian member on a five-year contract would not want to be openly critical of an institution or pursue research which is deemed unproductive for fear of not being renewed. This, of course, would have an impact in a library as well, where a librarian might be constrained from selecting material for inclusion in a library collection that runs contrary to a position espoused by an administration and might, reflect badly on the librarian.

The incorporation of information technology into academic libraries is viewed by some as a panacea for all the financial woes of monetarily strapped universities. Administrators see the virtual library as the answer to the rising costs of journals and as a means of cutting staff while maintaining services. What seems to be missing from the grand pronouncements about the benefits of the virtual library is any meaningful discussion of infrastructure. Perhaps it is that, like the ethereal nature of the virtual library, the infrastructure will be equally vaporous.

However, issues of hardware purchase and maintenance, staffing of information services departments (including interlibrary loans), training, cataloguing, selection and storage of electronic information — to name but a few — are rarely addressed in a detailed enough fashion to make an easy comparison between current systems and the virtual library. In many cases, the consultation which should occur among academic librarians,

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Professors & Libraries in Transition

By Malcolm G. Baines

THE academic library is certainly in a very active phase of transition as it incorporates computer based systems into its day-to-day services. While many libraries have already converted their library catalogues into externally-accessible electronic databases, an increasing number are also providing direct access to commercial bibliographic databases such as MEDLINE. Since 1994, McGill has increased the number of commercial on-line databases from 2 to 19. Libraries also catalogue lecture notes, reference materials, audiotapes and increasing numbers of videotapes.

Emerging trends show an increase in the use of electronic journals, CD-ROM journals and video-texts. While these new communications media put a greater amount of information into the hands of the student and teacher, the library and university must allocate resources to install the equipment, install the software and educate the users. While the ultimate aim is to provide better access at lower cost in terms of service personnel, the transition has not been easy in times of declining grants to post-secondary education.

Will the future be the virtual university with virtual classes and virtual professors and libraries? I suspect that without personal research, interaction and argument, the virtual university will not provide the opportunity for students' social and academic development, currently a facet of our universities.

The impact of this transitions on the university community to date have been, on the whole, beneficial. Lectures and research projects can be directly updated at the office computer using on-line access to the library. Similarly, student term papers and research projects benefit from improved search tools. However, no electronic system will ever replace written texts as the primary sources of data. CD-ROM texts and on-line electronic texts are not sufficiently portable and readable at this time. With the advent of e-mail and user newsgroups for discussions of current topics of interest, academic interactions, grant applications, submission of publications and many other tasks have been greatly improved.

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Post-Secondary Education, Change & the Information Resources Sector in Transition

By Robert Clarke

THE role of the academic library within the university is under scrutiny by those within our institutions who question the need for a library — and librarians — at a time when more and more information is becoming available to the user via the office or home desktop. It is important to remember is that we are nor in a vacuum; the entire spectrum of information workers is being challenged by the exponential growth of information technology.

It is no big secret that the traditional lines separating librarians, archivists and records managers are blurring. The proliferation of information in the workplace, and the educational community in particular, has brought users to a point where many now question the need for information intermediaries.

Through its Industrial Adjustment Service (IAS), the federal Department of Human Resources Development (HRDC) has supported a number of sectoral initiatives to develop human resource frameworks for the future. In late 1993, HRDC approached the Canadian Library Association (CLA) and the Canadian Union of Public Employees (CUPE) to sign on to a human resource strategy development project. To its credit, the CLA suggested that other library organizations, as well as representatives of the archival and records management communities, be brought into the process.

Hence, a group representing over 20 library, archive and records management organizations first met in Ottawa at the end of January 1994. At the first meeting, the acronym ALARM — meaning Archives, Libraries and Records Management — was adopted as the new name.

At this meeting, the IAS laid out a framework for the process that was commensurate with its experiences in other sectors. Three phases were established. The first phase, a needs assessment, would result in the publication of a consultation paper. The second phase, to start in 1995, would be the development of a strategy. Phase Three would be the implementation of that strategy. In the first two phases, funding would be provided by the government, with a contribution in kind from the organizations represented around the table.

The culmination of ALARM's deliberations was the December 1994 release of a consultation paper entitled *Towards a Strategy for Human Resource Development in Libraries, Archives and Records Management*. In this report, 4 actions were proposed to develop an effective human resources strategy for the sector: life-long learning needs analysis; increasing access to life-long learning; dialogue within and among associations; and the articulation of the value of lifelong learning to quality of service.

The report also uncovered a lot of interesting statistical information about the IRS sector. It was estimated that there are close to 200,000 persons working in the library, archives and records management sub-sectors in Canada. Also, research shows the vast majority of those in the IRS workforce are women, the largest majority being those working in libraries, some 81 per cent.

The second phase of the ALARM project began in December 1995 will run until March 1997. With over $300,000 in support from the federal government, and a similar in-kind contribution from the secror, Phase 2 will expand consultations to develop a strategy for maximizing national response to training issues, needs and realities. Three pilot projects will be undertaken.

Since March 1996, members of the IRS community have been contacted to provide input to the Phase 2 process by identifying relevant materials, participating in focus groups, being interviewed, and, by the fall, to be part of public discussions.

Phase 2 also aims to identify core competencies for the IRS sector. The final report, to be delivered in March 1997, will outline initiatives which should be undertaken to assist in strengthening such things as professional development: youth initiatives; employment equity; better labour-management cooperation; and new technology applications.

What has any of this got to do with academic librarians? There are a number of fundamental issues with which we should be concerned, such as the federal government's underlying motivation for the human resources development process, implications

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Organizing Librarian Representation

By Ruth Sheeran

LIBRARIANS have traditionally been at the periphery of university governance. However, they can and should play a key role in the fulfilment of the mission of the university. As academic partners with faculty, librarians have the right to contribute collegially and help shape the future of the library and the university as a whole. As librarians with academic status, they have a responsibility to contribute productively to committees and to assume a leadership role within the academic community.

Although the actual situation varies from institutions to institution, librarians should expect to be included in committee discussions at all levels of the university structure. This participation could include, for example, having elected librarians on the board of governors and senate, attendance at faculty department meetings, or membership on library committees from the highest level down.

Librarians are often hindered in the fulfilment of this goal by the perception of their status as professionals. Libraries have traditionally been hierarchical, and administrators are sometimes reluctant to let librarians participate collegially in the decision-making process. Librarians' contributions are sometimes viewed with suspicion, not as creative or constructive, so their opinions are neither soughr nor considered. Moreover, some faculty still do not fully appreciate what academic librarians are and cannot understand why they should be included on committees. Sometimes librarians themselves do not realize that committee work is an important part of their professional responsibility within the academic community. Librarians may be uneasy in this role and reluctant to assume greater responsibilities in the governance of the library and the university. Some librarians may not have been sufficiently prepared in their professional training so do not realize that an academic position includes more than the traditional tasks.

It is up to the librarians themselves to discover what committees they should be on and to take whatever steps are necessary to gain membership. These steps could include making a formal request to have a mandate revised, or sending a letter requesting membership to the chair of a given committee. Lobbying can be extremely useful and faculty should be used as allies whenever possible.

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Political & Strategic Perspectives

Leadership Issues in a Fin-de-Siècle Context

By Marc Richard

THE financial and technological pressures that are presently driving the agenda of change in the academic community are causing great anxiety for us all. To cope with this anxiety, it is essential to keep a sense of perspective: to recognize that sudden change is traumatic, and that it is no failing on our part to resent it. We must deal realistically with the problems we are facing, with the aim of finding workable solutions, but we must also examine them critically to make sure that they do not include unnecessary or fallacious complications (e.g. the glib perception that various changes must be in place by the supposed watershed of the year 2000).

In this context, it is especially important for the process of restructuring underway in our universities and our libraries to be managed through consensus-building, wide consultation and participatory decision-making at all levels. Front-line staff are more supportive of plans they have helped to shape, and have a uniquely detailed knowledge of day-to-day operations that enables them to analyze proposals for feasibility and to make valuable suggestions of their own.

For such consultations to be meaningful, however, they must not be treated as a pro forma exercise in public relations; if the process is seen as a sham, staff will quickly become disillusioned with it. The key principles to apply are: get staff involved, keep them informed, and be prepared to hear the advice for which you ask.

Just as librarians should follow these principles in their role as planners and supervisors, they should encourage senior library and university administrators to do likewise. To achieve this, librarians must become active players in the political process within their institutions. While they have little or no direct control of this process, librarians do have the ability to influence it — and it is in this regard that they must learn to take the initiative and exert that influence.

On a practical level, this means not waiting to be told when and how their input will be sought; it means finding out if consultative processes are planned, participating in them if they are, and offering unsolicited advice if they are not. It also means having a well-developed strategy that focusses on clear, attainable goals, concentrating one's efforts where they will be most effective, defining the issues in terms that increase one's chances of winning the argument, and seeking to unify one's colleagues behind a coherent position to which they can give their full support.

(Marc Richard is Original Cataloguing Librarian at McGill University and a past member of the CAUT Librarians Committee. This article is a summary of his keynote address to the 1996 CAUT Librarians Conference.)

Workload Models for Academic Librarians

By Patricia Riva

WORKLOAD, the assignment and nature of the librarian's task, is at the very heart of life as a professional. It is universally acknowledged that the size of the task, the sheer quantity of work, is overwhelming. As a result, the length of the actual working week is increasing for many. The "load" in workload epitomizes the psychological result. These trends are not unique to academic libraries, nor indeed to libraries as a whole, but are a part of our social context to which we are not immune.

In addition to pressures due to cutbacks in budgets and staff, we must also deal with growth in user expectations. As a service-oriented profession, the natural reaction is to strive to meet and exceed our users' needs. Technological fixes in the drive to accomplish more with less are another area of increasing demands on librarians, as we must take the lead in remaining up-to-date, while teaching others and taking on the important functions of planning and problem resolution. Managing change in all areas, whether technology- or budget-driven, is another task which falls primarily to the professional, and is particularly stressful as well.

There are two basic models, with many variations, of academic librarians' roles currently in use: the faculty model, where the librarian is part of the academic sector in the university, which contrasts with the view of the librarian as professional specialist. The latter is similar to the role of librarians in other types of libraries; however, the teacher-librarian paradigm is like the faculty model. The two models differ particularly in the areas of rank structures, library administration and governance, the place of the librarian within the university as a whole, the extent of professional autonomy and peer participation in evaluation, and the definition of the nature of librarians' spheres of responsibility.

The faculty model derives its strength from the equation of the facets of professorial function with the librarian's role. Teaching and mentoring students, the transmission of knowledge, is provided by the librarian's direct services to users. Research and all other creative work, is at heart a contribution to increasing knowledge, this is seen in the librarian's research and professional contributions. Finally, service to the community is an application of knowledge.

As the faculty model is the more recent, certain tensions remain. The acknowledgement that research and related professional tasks form part of the normal working week is slow in coming. As a result, while accomplishments on all three fronts are expected of librarians for promotion and tenure, we still speak of research time as "release" time, something exceptional and out of the ordinary. The library mission is one which requires the contribution of many staff members. This has traditionally been coordinated along hierarchical, bureaucratic lines, which must now be modified to allow for collegial decision-making and academic freedom for librarians.

Attacks on the academic mission will have repercussions for the status of academic librarians. We must evaluate proposed changes for their impact on the nature of librarians' role in the university.

(Patricia Riva is Romance Languages Cataloguer at McGill University and Chair of the FQPPU Comité ad hoc des bibliothécaires.)

United We Stand

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faculty and administrators is overlooked or carried out in such a superficial manner as to make it of little use.

These issues, among others, pose a dire threat to the ability of academic librarians and faculty to do their jobs. Issues affecting the academic operation of universities must be dealt with in a collegial manner. The input of faculty and academic librarians into plans for the operation of academic libraries is vital if they are to be effectively the resource centres for teaching and research.

Therefore, academic librarians and faculty must insist that together they be an integral part of any planning process involving the operation of the library in the present and the future. Faculty and librarians must understand each others concerns, needs, desires and roles in order for their coordinated collegial involvement in the planning for the operation of the library. This will only happen if faculty and librarians communicate with one another on an ongoing basis. For too long, many academic librarians have been reticent or unable to become fully involved with faculty in the collegial governance of universities. This reticence has occurred in part from a sense of inferiority among some academic librarians. We, as a group, have been unable or unwilling to assert the academic nature of our work, either because we see ourselves as a service-oriented profession without a research component, or our jobs are such that we have had neither the time nor the opportunity to undertake research. Faculty, too, have not always fully understood the role of academic librarians in the functioning of the university. It is only through open communication between the two groups that we will come to see the commonality of our purposes.

The survival of the university as an institution of learning and unfettered exploration of knowledge depends on the combined efforts of academic librarians and faculty. We are partners in the academic enterprise and as such we must work together to ensure its survival.

(Ken Field is Serials and Photocopy Librarian at Trent University and Chair of the CAUT Librarians Committee.)

Wolves in Wolves' Clothing

Performance Indicators in University Libraries

By Bill Bruneau & Joyce Friesen

PERFORMANCE indicators [PIs] come to us, harmless in their looks: numerical, statistical, putatively neutral, and possibly revealing. And, indeed, we know how well-conceived statistics can throw unaccustomed light on library or university operations that have gone unquestioned for years, operations that might benefit from the application of new technologies, or the redeployment of staff.

In one way, the recent popularity of PIs is easy to understand. Yet in all the excitement about PIs, we know little of their background, context, rationale, and motives. In times of sharp budget constraints, and uncertain public commitment to universities and their libraries, this information vacuum is worrisome. After all, a PI could justify our destruction just as easily as it could be used by us to improve administrative and teaching practices in libraries. PIs thus deserve much closer scrutiny than most governments are willing to give.

One way to understand PIs is to look at a popular example, the annual Maclean's university ratings. These "PIs" look like a kind of "competition," including as they do only general statistics on university operations. In the Maclean's PIs, universities are compared not on standards of educational practice, but on who has the biggest or smallest X's or Y's (number of books, number of classes bigger or smaller than Z, and so on). Although some Maclean's measures are commonsensical, they are "common sense gone wild."

Maclean's-style PIs may guide some parents and students in choosing a university, but no one really knows for sure. Still, administrators and politicians pay attention when their institutions rise or fall in the Maclean's "ratings." University administrators in Alberta claimed in Fall 1995 that government cutbacks had lowered Alberta universities' ratings. The government found itself trying to show (on the CBC national network) that the situation was more complicated than that, and that what we need are "more and better" indicators.

However, most elements of academic life do not easily allow for numbers — if they allow at all. Libraries are a good example. Librarians have been collecting numbers for a long time now. Yet the numbers have not shown us just how, just where, and just when our librarians and libraries can make the MOST learning happen for students, and make research easier or more possible for faculty members. Although it sounds like a truism, it is important to say yet again that libraries and librarians DO produce these effects. And our best research shows that it happens (just as we would expect) when there are scholar-librarians aplenty, on hand at appropriate times for instruction and research in many, quite different institutional contexts.

A large and rich library is indisputably central to the life of a good university or college. Equally obvious, a good university or college library will be of marginal use without professional librarians, centrally committed to the life of learning and research. If PIs were going to be any use at all, they would show how and why this fact of academic life is so blindingly true.

But this is not the way governments see PIs, nor is it the way governments use PIs. So why do governments in the mid-1990s collect more statistics than ever before? And why do the numbers concern "throughput rates," and "sectorial employment differentials," and their like — but nary a glance at learning and teaching conditions in the university?

The answers may include the following:

- governments intend to cut public subsidies to post-secondary education (PSE), and want to persuade "the public" that they are making the cuts "fairly."
- by engaging the PSE sector in disputes over PIs, teachers, librarians, researchers will be distracted from approaching financial disaster.
- governments are frustrated by the complexity of PSE, and want to make it simple — PIs make it simple. That way government can become involved in management, yet without appearing to do so.
- governments would like to CAUSE economic activity. No one knows what causes economic activity, but PIs are a way of correlating an "X" with economic activity.
- governments are afraid. Unemployment, social unrest, political uncertainty — all are big problems for them (and us). PIs look like a way of reducing public anxiety.
- PIs strengthen the hands of central administration. If you say PIs are "system-wide," then PIs look harmless.

In the world of PIs, numbers are no longer a means — they are an end. They harken back to the 1920s and the heyday of "scientific management," and to the 1950s, when systems theory was the rage. It may be that PIs will go the way of other such "movements."

The underlying motives of PIs are not going to go away any time soon. That is why PIs, and their successors, are things we cannot afford to ignore. For if PIs pass away, they will be replaced by other movements and policies whose effects are the same: the micromanagement of higher education by government, and a turn to a cheapened "mass" higher education.

Librarians are unusually well placed to see the operation of PIs in daily life, and to show us some of the long-term effects of those same PIs. In some ways, librarians have been at the "forefront" of PIs in universities; they know how and why PIs are wolves in wolves' clothing.

(Bill Bruneau is Professor of Educational Studies at the University of British Columbia. Joyce Friesen is an administrative librarian at the University of British Columbia.)

Professors & Libraries in Transition

From Page 1

The impact of library transitions on the university library system have been more dramatic. The teaching role of library staff has become more onerous as staff and students must be educated on the use of the new computer technologies and search strategies. Research and development activities have focused more on the development of new bibliographic software and library tools which also lead to the generation of patent and copyright royalties.

The library of the future will be considerably different from the library of today. There will be a re-balancing of library acquisition budgets to support more document delivery and fewer purchases of collections. There will be more desktops and fewer shelves, more video and less print. There will probably be fewer support staff and more self-service. The existing library staff must be retrained and upgraded to become part of the virtual library. While there will be a continuing need for some library support staff, it is probable that this need will decline while the need for academic librarians will increase as the field becomes more technical and necessarily more efficient. Bearing in mind that the library is the nucleus of a university, the major question is, how much library can the average university afford in the future?

The transition from print to electronic library resources has been an enormous benefit to the university community. It has also contributed to the information and work overload of academic staff as there has been, in effect, a transfer of library workload and costs to the professor. Together with cuts to university budgets, this transition in library operations has exacerbated the increase in the costs of research and the increased pressure to pursue research and development with commercial value for the university. Future strategies should focus on reshaping the university so that these changes, too, can be beneficial. There must be analysis of library client needs to anticipate trends and plan for changes and the development the library tools for the future. Staff education and development should anticipate the skills needed and the universities must acquire and implement the use of the tools for the library of the future. It is essential that correct choices be made on the use of our dwindling financial resources for the constant improvement of our libraries and universities.

(Malcolm Baines is Associate Professor of Microbiology & Immunology at McGill University.)

Performance Indicators: Another Perspective

By Gordon Unger

QUANTITAITVE measurement of publicly supported enterprises is, for the moment, inevitable. Any review of the literature on management theory and organizational analysis will uncover a pervasive demand for data. In the private sector, this demand has surfaced regularly since the days of Frederick W. Taylor's scientific management through "management by objectives" and "zero-based budgeting" to more recent activities in "benchmarking," "quality assessment" and ISO 9000 certification.

The public sector has adopted and adapted these trends and methods. One of the more recent manifestations of the measurement trend has been the call of the Canadian Comprehensive Auditing Foundation for public sector auditors to measure and evaluate the "value for money" quality of public expenditure.

The motives for such measurement vary: performance indicators are recommended as a management tool, an auditing tool, an accountability tool, a ranking tool, an accreditation tool, and a regulating tool.

Indicators are useful for communication. The reduction of complex activities to agreed upon data sets provides a common basis for discussion. Data also provide a basis for assessment, that is, the evaluation of measures against a commonly accepted standard. The simplest form of such assessment is, perhaps, journalists' tendency toward ranking. Standardization itself has been a common motivation for measurement. By requiring conformity to established standards, indicators have frequently been used as the basis for regulation of activity.

Finally, indicators can be productively used in modelling successful or desirable behaviours (the bench making phenomenon). At a time of cutbacks in all publicly funded enterprises the requirement for measurement can easily lead to excessive demands for data which in turn can be used to justify inappropriate external regulation.

The demand for measurement raises a major question, a question which the measurement literature is only beginning to acknowledge. Does a focus on quantitative measurement lead to a ?culture of evidence?, i.e. the application of indicators by which the medium distorts the message so that only the things which can be measured define the enterprise?

The mission statements of universities include parallel objectives. The intrinsic objective is the discovery and dissemination of knowledge. These processes are subject to continuous evaluation and regulation through the various mechanisms of peer review — professional self regulation through professional self assessment. The extrinsic mission includes service to society which service leads to continual demands from patrons for accountability, for external

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Association Solidarity: A Member is a Member

By Robert Moore & Ken Field

ISSUES related to governance for librarians and faculty evidence their respective diversity as academic staff association members in the eyes of Canadian university administrators. Librarians represent their own members exclusively on library councils or like committees. They can be elected or appointed representatives on university-wide decision making bodies, such as Senate. Different institutions have various models of participation and accountability to diverse groups of the membership.

There is no one best way for academic staff association members to fulfil these roles on behalf of all respective constituencies. Secrecy and confidentiality can interfere with such accountability. Acts and charters, terms of reference, or mandates of office seldom clarify in whose interests individual members sit on committees or governing bodies. Certain conditions ought to apply to every member's election or appointment to define their representation and activity.

Contract language should benefit all academic members. This is no easy task. Particular provisions respecting rank, promotion, tenure, and workload must be advantageous to every member in the bargaining unit. Collegial and collective negotiation models for academic staff in Canadian universities vary widely. Active participation by an association's differing constituencies is integral to solidarity of the membership. Contract language, constitutional and by-law provisions, must protect and promote all members' interests and rights. Inclusion and exclusion of members affect the nature of the association's membership. Re-entry of administrators, with no bumping, requires careful consideration.

Concerning analogous collegial policies or practices to those of faculty, academic librarians must consult with their Chief Librarian or Director of Libraries regularly over operational terms and conditions of employment. Such consultations ought to be governed by contractual provisions, especially where the administrator is accountable to a given constituency.

Disproportionate economies of scale of different departments or units in the library, compared to those of faculties or schools, can cause certain difficulties regarding fairness and equity for academic staff members. Sub-unit veto is one mechanism to control such disparity, but a strong spirit of single association solidarity is another.

The duty of fair representation is the statutory obligation imposed on all bargaining units, whether certified or voluntarily recognized, with respect to all the members of a unit. It requires that all the members be treated in a non-discriminatory and non-arbitrary way when grievances are the issue. There is also some precedent for extending the duty of fair representation to the negotiation of terms and conditions in contracts.

For academic librarians, who comprise a sub-group within a bargaining unit, with needs and desires that are distinct from those of faculty, the duty of fair representation can be very important. It means that the needs and desires of this group must not be overlooked or marginalized in the broader scheme of things.

The duty of fair representation does not, however, cover the internal governance structures of bargaining units. It does not, for instance, cover issues such as librarian representation on union executives or negotiating teams. Nonetheless, librarian representation and participation on union executives and negotiating teams is very important if the communication of the specific needs of this group is to be effective and efforts to address those needs are to be made. Librarians should therefore become active participants in union affairs.

Under some circumstances it is advantageous for librarians to form alliances with other sub-groups within bargaining units. In the case of efforts to promote equity, it might be useful for librarians to ally themselves with women in faculty, among others, to further a mutually beneficial cause. However, on the whole, the building of bridges to greater understanding of the complimentary roles of librarians and faculty in the university will bring much greater long term benefits to both groups.

(Robert Moore is a Professional Officer at CAUT and Secretary of the CAUT Librarians Committee. Ken Field is Chair of the CAUT Librarians Committee.)

Members
of the Librarians' Committee 1996-97

Kenneth Field *(Trent)* Chair
Elizabeth Caskey *(UBC)*
Christopher Dennis *(Memorial)*
Kathleen Nelson *(Victoria)*
Diane Peters *(Wilfrid Laurier)*

Note: William Bruneau (CAUT President) & Don Savage (CAUT Executive Director) are ex-officio members of the committee.

Post-Secondary Education, Change & the Information Resources Sector in Transition

From Page 1

for funding for post-secondary education and the issue of "core competencies" as it relates to academic librarians.

With cuts to post-secondary education now a fact in most jurisdictions, with the eventual devolution of control of training programs to the provinces, and with the government pledged to disengage itself from funding sectoral initiatives, can we, who work in academic libraries that are in dire need of training programs as we go through a major transitional phase, expect any help from Ottawa?

With respect to core competencies, we must accept that it is necessary, if not imperative, to identify these across the three subsectors, libraries, archives and records management. Few among us will dispute the obvious: budget cuts, societal changes and the impact of information technology are redefining the skills and competencies expected of us.

CAUT will maintain a watching brief throughout the ALARM process. We must assure that the process takes into account those attributes specific to academic librarians, such as faculty status and research and teaching roles. It will be vital that academic librarians, through CAUT and other organizations, participate in the consultations that will take place during Phase 2 of ALARM.

(Robert Clarke is Law Librarian at McGill University and an immediate past member of the CAUT Librarians Committee. He currently serves as CAUT representative on ALARM.)

Organizing Librarian Representation

From Page 2

As a preliminary step, librarians must become familiar with the workings of the university and aware of the mandates of the various committees. Then, once librarians have achieved representation, they must fulfil their responsibilities and take an active role in the work of the committees. Librarians must realize that they sit as equal partners and are entitled to contribute fully. As librarians begin acting as full partners their worth will be appreciated and it will become easier for them to achieve membership on other committees.

Attendance at committee meetings can become problematic in times of budget restraint, when departments are expected to achieve the same level of service with fewer staff members. Librarians may find that they have less time to undertake committee responsibilities and feel that more time should be spent on traditional tasks. But librarians must realize that committee membership is just as important as these more traditional responsibilities.

Committee representation is both a right and a responsibility, but it is up to the librarians themselves to claim that right and fulfil the responsibility.

(Ruth Sheeran is Cataloguing Librarian at Bishop's University Library and FQPPU observer to the CAUT Librarians Committee.)

Performance Indicators: Another Perspective

From Page 3

assessment, external evaluation and external regulation.

Applying the parallel to measurement of a library raises questions. It is easy and common to measure the number of books, the number of librarians, the number of reference queries, etc. It is much less easy and common to measure the utility of the information provided, the accuracy of information received, the value added of information gained.

Quantitative measurement serves as a proxy for and as a short cut to measures of quality. To add the necessary context for understanding and applying indicators requires a direct correlation with the purpose of the enterprise being measured. To apply that understanding requires adding value: is there a common understanding of "good"?

It is possible to develop a schematic test for evaluating indicators. The model starts with the data. What are the components of the measurement? Are they reliable? Do they admit of testing against standards?

Reliable data results in information. The information needs testing. Is it valid? How narrow is the unit of calibration? Is the size of the data set sufficient to provide valid generalizations from the trends (i.e. does it pass statistical tests)?

Valid information becomes knowledge. Is the knowledge reflective of or relevant to purpose? Does it relate to the mission statement or to the objectives of the experience? Does it communicate in terms of quantity or quality? Effectiveness or efficiency?

A common understanding can result in wisdom in judgement, the application of knowledge. Performance indicators will continue to be with us, but they must be capable of passing all components of the test.

(Cordon Unger is Executive Director of the Association of Academic Staff: University of Alberta.)

tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in finance and two in accounting. Positions are subject to budget approval. Rank is at the Assistant or Associate level based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. This advertising is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. Evaluation of applications will commence after June 15, 1996.

CHEMISTRY

UNIVERSITY OF WATERLOO — Faculty Appointment in Polymer Chemistry. The Chemistry Department at the University of Waterloo is seeking to fill a faculty position in polymer chemistry. This appointment will be at the rank of Assistant Professor and will be for a definite term (4 years). Candidates for this position must have a PhD in chemistry or chemical engineering with research interests in polymer characterization and/or physical properties of polymers. Applicants with experience in the area of SEC, TREF and/or NMR analysis of polyolefins or related materials are especially encouraged to apply. The successful candidate will be expected to interact with existing faculty and to apply for external funding to support a research program in these areas, as well as to teach at the undergraduate and graduate levels. Applicants should submit a current C.V., a statement of research interests and arrange to have three letters of recommendation forwarded to Professor T.B. McMahon, Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by August 31, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. The University of Waterloo is an Employment Equity employer and encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities.

UNIVERSITY OF WATERLOO — Chemistry. A tenure-track position is available at the University of Waterloo. We are seeking an outstanding candidate who will establish a creative and vigorous research program in a leading area of inorganic chemistry, and teach at both the graduate and undergraduate levels. The appointment is anticipated to be at the Assistant Professor level, but experienced candidates with excellent records will be considered for higher level appointments. Send a resume, a research proposal (3-5 pages) and at least three letters of reference to Professor T.B. McMahon, Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The position will remain open until filled. Additional information about the campus and the Guelph-Waterloo Centre for Graduate Work in Chemistry is available at http://www.science.uwaterloo.ca/chemist/gwc2.html. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. The University of Waterloo is an Employment Equity employer and encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

CLINICAL PSYCHOLOGY

UNIVERSITY OF MANITOBA — The Department of Clinical Health Psychology in the Faculty of Medicine of the University of Manitoba invites applications for three contingent geographic full-time (GFT) Clinical Psychologists. The successful applicants will be expected to provide a full range of psychological treatment and assessment services to adults and children, as well as consultation and programme development expertise to multidisciplinary teams in a variety of areas of community health and mental health. One of these psychologists will be based in the Burntwood region (Thompson), one will be based in the Norman region (The Pas), and the other will be shared by the Interlake and Eastman regions of Manitoba. Clinical research, teaching and supervision of psychology interns and residents in our CPA and APA accredited internship programme are also expected. The starting salary is $55,000 per year. Rank will be commensurate with qualifications and experience. Candidates must have a PhD in Clinical Psychology from a CPA/APA accredited clinical psychology training programme, have completed a CPA/APA accredited internship, and must be eligible for registration as Psychologists in Manitoba. A pre-employment background check is required. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is July 1, 1996. Interested persons should apply in writing, including a curriculum vitae, and have three referees familiar with their work send letters supporting their application to: Dr. John Arnett, Professor and Head, Department of Clinical Health Psychology, Faculty of Medicine, University of Manitoba, 771 Bannatyne Avenue, Room PZ 420, Winnipeg, Manitoba, Canada, R3E 3N4.

COMPUTER SCIENCE

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Computer Science, University of New Brunswick, invites applications for a tenure-track appointment at the Assistant Professor level beginning September 1, 1996 or January 1, 1997. Salary will depend upon the qualifications and experience of the successful applicant who is expected to have a PhD degree or be nearing completion of this degree. Teaching at both the graduate and undergraduate levels with primary interests in Software Engineering. The candidate should have research experience and/or interest in most of the following areas: Object-Oriented Analysis and Design Methods; Visual Programming: C++, Smalltalk, and/or Visual Age; Reverse Software Engineering. Applicants must be prepared to actively pursue research and supervise graduate students in one or more of the above areas. The Faculty offers the BCS, MCS and PhD degrees and has 22 faculty positions with 550 undergraduates and 60 graduate students. The University of New Brunswick is committed to the principle of Employment Equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please direct all inquiries to: Dr. W. Dana Wasson, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; Phone: (506) 453-4566; Fax: (506) 453-3566; E-mail: wdw@unb.ca. Closing date for application: June 30, 1996.

COMPUTING & INFORMATION SYSTEMS

ATHABASCA UNIVERSITY — Computing and Information Systems. Athabasca University is executing to a two-year term, contingent appointment for an Assistant Professor in Computing and Information Systems for an immediate start date. Athabasca University is Canada's leading open university and delivers education at a distance to over 12,000 students. It offers a B.A. Major in Information Systems, a Certificate in Information Systems, and a B.Sc. in Computing and Information Systems. Most courses are delivered to the student's home or workplace using a combination of computer mediated communications tools and print-based materials. Currently all COMP courses are being converted for multimedia delivery via the World Wide WEB and CD-ROM. A major task of the successful candidate will be to help set up and coordinate a college collaboration programme based on electronic and on-site delivery. Candidates must have expertise and research interests in data-communications and networking with an applications orientation. The successful candidate will be responsible for developing and maintaining courses in Data-communications/Networking, Client Server Applications, Systems Analysis and Design, and Computer programming. An interest (and preferably experience) in computer-based learning and distance education is essential for this position. A PhD in Computer Science, Information Systems, or a related discipline, and applied experience is a requirement for this position. An M.Sc. in Computer Science with considerable experience may be considered. Computing Environment: Athabasca University is heavily computerized with most academic work occurring in a networked environment on MS-DOS/MS-Windows and UNIX. MACs are supported to a lesser extent. Athabasca University develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a full curriculum vitae with names, telephone numbers and addresses of three referees by June 30, 1996 to: Linda Reimer, Office of the President, Athabasca University, P.O. Box 10,000, Athabasca, Alberta, Canada, T9S 1A1. Further information about this position can be obtained from Dr. Peter Holt, (403) 675-6225, holt@cs.athabascau.ca, or http://cs.math.athabascau.ca.

CROP OEVELOPMENT

UNIVERSITY OF SASKATCHEWAN — Plant Breeder — The Crop Development Centre, University of Saskatchewan, is seeking a Durum Wheat Breeder. The appointee will continue and expand the current breeding program with the objective of developing improved varieties of durum wheat for Saskatchewan. A PhD in plant breeding or a closely related field is required as is the ability to communicate and relate well to people. The appointment will be at a junior research scientist level. Salary to follow the University of Saskatchewan academic grid for an Assistant Professor. Applicants should submit their curriculum vitae and the names and addresses, including fax and e-mail address, of three referees by June 30, 1996 to Dr. G.G. Rowland, Director, Crop Development Centre, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK S7N 5A8. Fax: (306) 966-5015; Phone: (306) 966-4977. The University of Saskatchewan is committed to the principles of employment equity and welcome applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

EARTH & ATMOSPHERIC SCIENCES

YORK UNIVERSITY — Applications are invited for a Research Associate position in the area of Atmospheric Science in the Department of Earth and Atmospheric Science and the Centre for Research in Earth and Space Science. The Department is interested specifically in applicants who have demonstrated excellence in modelling and analysis of the radiative energy budget of the Middle and Upper Atmosphere. The successful candidate will be expected to work on a team involved with the upward extension of the Canadian Middle Atmosphere Model (MAM) as well as carry out numerical experiments under the MAM project. Applicants must have a PhD at the time of appointment. The appointment duration is for up to 3-4 years, with a starting date of August 15, 1996 or as soon as possible thereafter. Salary will be commensurate with qualifications and experience. Applications, including a CV and the names of three referees, should be sent to: Prof. John C. McConnell, Department of Earth and Atmospheric Science, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Telephone: (416) 736-2100, ext. 77709; FAX: (416) 736-5817; Internet: (jack@nimbus.yorku.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EARTH SCIENCES

UNIVERSITY OF ALBERTA — Laboratory Manager/Research Associate. Applications are invited for the position of Laboratory Manager/Research Associate for the C.M. Scarfe Laboratory of Experimental Petrology, Department of Geology, University of Alberta. The Laboratory houses a large-volume, multiple-anvil USSA-2000 apparatus, with capabilities of >25 GPa and >2500–C, as well as piston-cylinder apparatus and one-atmosphere furnaces. Responsibilities of the LM/RA include (1) training and supervision of users of the multi-anvil laboratory; (2) preparing and assisting in running service experiments for external users; and (3) conducting calibration and development experiments to refine and increase the capabilities of the apparatus. The LM/RA will dedicate ~50% time to research projects of her/his own initiative, subject to the workload resulting from the above responsibilities. The successful candidate must have a PhD and a strong background in high-pressure experimental petrology, mineralogy, or mineral physics. Experience with multi-anvil apparatus is essential. Experience with other types of high-pressure, high temperature experimental apparatus a plus, as is computer programming expertise and experience machining sample assemblies. The appointment will be initially for one year, with renewal for additional years dependent on performance. The starting date is negotiable. The salary will be $30,000 per year. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae, statement of research interests, and the names of three references as soon as possible, and no later than 15 July 1996, to: Professor Robert W. Luth, C.M. Scarfe Laboratory of Experimental Petrology, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3 Phone: 403-492-2740; e-mail: robert.luth@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

ECONOMICS

UNIVERSITY OF SASKATCHEWAN — The Department of Economics of the University of Saskatchewan invites applications for one tenure track position at the assistant professor rank. All fields of specialization will be considered, although individuals who can teach advanced microeconomic theory, advanced macro-monetary related topics and/or industrial organization, and economic growth are preferred. A PhD in hand or near completion is required. The appointment is effective July 1, 1996; salary is commensurate with qualifications. The Department of Economics also invites applications for one ten-month limited term position at the lecturer rank. All fields of specialization will be considered. A PhD in hand or near completion is preferred. The appointment is effective September 1, 1996. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor William D. Bishopp, Acting Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A5. Candidate who wish to be interviewed during the CEA meetings at Brock University should apply immediately. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled. The University of Saskatchewan is committed to the principle of

Director, Centre for Learning Accreditation

In the 1996-99 Strategic University Plan, a commitment was made to expanding Athabasca University's learning accreditation function, thus further removing barriers for students who wish to continue their learning at an appropriate level.

In response, the University is establishing the Centre for Learning Accreditation, the primary functions of which are to coordinate and administer the processes for challenge for credit, the assessment of prior learning (formal and non-formal, structured and experimental), and the accreditation of workplace and labour training and other programs.

The Director of the Centre will organize, together with evaluation staff, faculty, advisors and counsellors, a comprehensive system for students to receive efficient, affordable and accurate accreditation of their previous studies, and program planning for their future studies. Furthermore, the Director will seek and respond to businesses, agencies, and others across Canada who wish to develop programs that include accreditation of existing programs and courses that are currently not assessed for Athabasca University credit.

The Director will review all policies and processes related to learning accreditation and will be responsible for the development of new policy as required to implement the Strategic University Plan.

The Director will also provide leadership in a variety of ways to promote learning accreditation both within Athabasca University and beyond.

The qualifications required include an advanced degree in Education or other relevant field of study, experience in the field of learning accreditation and knowledge of its theories and practices, a demonstrated ability to manage and administer the processes and people required to successfully implement such a Centre, exceptional communication and leadership skills, experience and success in working with both the public and private sectors, and the willingness to locate in Athabasca and to travel as required.

Athabasca University is an open university specializing in distance education. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian Immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three references to:

Linda Reimer, Office of the President
Box 10,000
Athabasca, AB T9S 1A1
Fax (403) 675-6450 or e-mail lindar@admin.athabascau.ca

The closing date for applications is July 15, 1996.

Athabasca University

DEPARTMENT OF ANIMAL SCIENCE
ASSISTANT/ASSOCIATE PROFESSOR OF ANIMAL WELFARE

The University of British Columbia is establishing a Chair in Animal Welfare under the Natural Sciences and Engineering Research Council of Canada (NSERC)/Industry University Research Chair Program. The industrial partners are the Society for the Prevention of Cruelty to Animals, the B.C. Veterinary Medical Association, and several animal industries. Associated with the Chair will be a tenure-track Junior Chair position in the Department of Animal Science to be filled at the Assistant or Associate Professor level. The Junior Chair will complement the Chair's expertise and will plan, conduct, and report animal welfare research; supervise graduate students and others; and participate in the broader teaching and communication aspects of the Department's Animal Welfare Program.

The successful candidate will have:
(1) a PhD in animal behaviour, animal sciences, veterinary medicine, or a related field.
(2) outstanding aptitude to conduct and communicate scientific research, as evidenced by an exceptional post-doctoral record of scientific publications and presentations;
(3) excellent inter-personal skills in dealing with students, the media, and the public;
(4) a strong record of collaborative and inter-disciplinary research.

The research program of the Chair in Animal Welfare will use non-invasive methods, especially environmental preference testing and analysis of animal vocalizations, to identify and accommodate the needs of laboratory, farm, and companion animals. Preference will be given to candidates with experience in the analysis of animal vocalizations as a component of animal welfare research. Candidates lacking direct experience in animal welfare research may be considered.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval and receipt of support from NSERC. Applicants should submit a curriculum vitae, names and addresses of at least three referees, copies of representative publications, and a brief description of how their research skills could enhance the study and improvement of animal welfare, to:

Dr. J.R. Thompson, Head
Department of Animal Science
The University of British Columbia
#208 - 2357 Main Mall
Vancouver, B.C. V6T 1Z4, Canada
Phone: (604)622-2794; Facsimile: (604)622-4000
Email: jrthomp@unixg.ubc.ca

Closing date for applications is **August 1, 1996** or until the position is filled. Appointment will take effect September 1996 or as soon thereafter as possible.

Let's Talk Science Research Associate

Let's Talk Science invites applications for a part-time Research Associate. This position is wholly grant funded. The successful candidate will play a major role in the design and implementation of research studies into science learning by elementary school teachers and students. Applicants should have a graduate degree in a related discipline, demonstrated experience with program evaluation, familiarity with education research, excellent analytic skills, and experience managing and maintaining databases. A high degree of initiative and the commitment to meeting high performance standards while working in a team environment are essential. The closing date for applications is **July 1, 1996.** A complete application includes a letter of application, current curriculum vitae, and the names and addresses of three references. Please send in confidence to **Dr. Bonnie Schmidt, Director, Let's Talk Science, Health Sciences Addition, University of Western Ontario, London, Ontario N6A 5C1.**

CLASSIFIEDS

Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

ENGINEERING

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for a two-year term position in the Department of Systems and Computer Engineering at the rank of Assistant or Associate Professor to commence September 1, 1996. The position is subject to budgetary approval. The candidate should have a completed PhD, should be ready to teach, and should have demonstrated capability in research, in one or more of: broadband communications and computer networks; ATM; traffic modeling, simulation, including fast simulation techniques; and wireless computer networks. Preference will be given to candidates with a proven track record of teaching, research, collaboration with industry and the ability to attract research funding. Membership or eligibility for membership in a Canadian professional engineering association is preferred. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. S.A. Mahmoud, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; E-mail: mahmoud@sce.carleton.ca. The closing date for receipt of applications is June 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

UNIVERSITY OF WESTERN ONTARIO — The Department of Mechanical Engineering at The University of Western Ontario invites applications for tenure track faculty appointments in the areas of: Fluid Mechanics, Heat Transfer and Thermodynamics, and; Manufacturing, CAD, and Automation; Solid Mechanics/Dynamics/Controls. Mechanical Engineering at Western is one of the largest engineering departments at Western. The dynamic faculty is highly research oriented and enjoys excellent support from research granting agencies such as N.S.E.R.C. and Provincial and Federal Centres of Excellence. Many of our faculty have international reputations for research excellence in Fluid Mechanics, Dynamics, Heat Transfer and Manufacturing. Applicants should hold a PhD degree, have a demonstrated ability to complement and expand the existing areas of expertise. They should have a proven research record, excellent communication and teaching skills, and indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicants will be expected to develop vigorous research activities, attract research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. The successful manufacturing applicant will be expected to work closely with the staff in the new Integrated Manufacturing Technologies Institute (I.M.T.I.) which will soon be located at Western. Salary and rank will be commensurate with experience and proven record of excellence. Preference may be given to appointments at the assistant professor level. Applications will be accepted until July 31, 1996. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Professor J.O. Tarasuk, Chair, (tarasuk@charon.engga.uwo.ca), Department of Mechanical Engineering, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9; (519) 661-4122; Fax (519) 661-3020. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and Permanent Residents. Positions are subject to budget approval.

UNIVERSITY OF WESTERN ONTARIO — The Department of Civil Engineering has established an international reputation in the areas of Wind, Geotechnical, and Geoenvironmental Engineering with a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Boundary Layer Wind Tunnel Laboratory and the Geotechnical Research Centre. In addition, the Department is involved with the Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the assistant/associate professor level in wind engineering with emphasis on environmental or computational wind engineering or overlapping experience in natural hazard engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven research record, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Salary and rank will be commensurate with experience and proven record of excellence. Preference may be given to appointments at the assistant professor level. Applications will be accepted until July 31, 1996. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519) 661-2139; FAX: (519) 661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for tenure track and definite term faculty positions in the following areas of electrical and computer engineering: (i) Communications and Information Systems; (ii) Computer Hardware and Software Engineering; (iii) Semiconductor Devices and Microelectronics; (iv) Power and Energy Systems; (v) Microwaves, Antennas, and RF Engineering. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professor wherever possible. Applications with complete curriculum vitae and names of three references should be sent to: Dr. S.K. Chaudhuri, Chair, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Department of Mechanical Engineering. Applications are being accepted for all areas within Mechanical Engineering for tenure track positions beginning after September 1, 1996. Materials Engineering is a part of Mechanical Engineering at Waterloo. Appointments at all levels are being considered however preference will be given to recent PhD graduates with industrial experience. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. In some cases specific research areas will be desirable however

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Simon Fraser University
Neuropsychologist

The Department of Psychology, Simon Fraser University is seeking to recruit a Psychologist in the area of Neuropsychology. This is a full-time non-tenure track limited term position at the Assistant or Associate Professor level. This position shares time between providing teaching and research at the Department of Psychology at Simon Fraser University and providing clinical, educational, and research services at Riverview Hospital, an affiliated 800-bed psychiatric facility. The Hospital's Psychology Department has two funded year-long CPA accredited internships in clinical psychology. The successful candidate will have graduated from a university of recognized standing with a Ph.D. in Psychology and will be eligible for registration in the College of Psychologists of B.C. The candidate must have neuropsychological evaluation skills and clinical experience in the assessment and treatment of major and chronic mental illness. The candidate must demonstrate scholarly excellence including strength in experimental design methodologies and a strong record of publication. Superior training and presentation skills required. Salary will be commensurate with qualifications and experience. The successful candidate will have many opportunities for interdisciplinary and collaborative research. The position is available from September 1, 1996. Applications including a curriculum vitae and the names of three references should be sent by **June 30, 1996** to:

Dr. Stephen Hart
Chair, Neuropsychology Search Committee
Psychology Department
Simon Fraser University
Burnaby, B.C. V5A 1S6

All appointments are subject to budgetary authorization. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Numata Chair of Buddhist Studies

The University of Calgary invites applications for the position of Chairholder of the Numata Chair of Buddhist Studies for the 1997 Fall term (September 1 - December 31, 1997) or the 1998 Winter term (January 1 - April 30, 1998). We will consider applications also for Fall or Winter terms within the next five years (please submit application at least one-and a half years in advance); these applications will be added to the Committee's existing file. The successful candidate will be responsible for one graduate level course to be cross-listed with one upper level undergraduate course in Buddhist Studies in the Department of Religious Studies, and public lectures in Calgary and Lethbridge, Alberta, during tenure.

The Department of Religious Studies offers BA, MA, and PhD degrees in three areas including Eastern Religions. The University also offers an interdisciplinary program in Asian Studies.

Applicants should have an outstanding publication record, teaching experience in Buddhist Studies, and Professorial status. Salary, at the Full Professor level, will be commensurate with experience. Full return airfare will be paid for the Chairholder and spouse (when accompanying the Chairholder for the full period of appointment). In addition, there will be an allowance for research.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications and an up-to-date curriculum vitae should be sent by December 1, 1996 to:

Dr. Cooper H. Langford
Vice-President (Research)
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
Fax: (403) 289-8926

THE UNIVERSITY OF CALGARY

UNIVERSITY OF WINDSOR

School of Music
Coordinator — Music Therapy

The School of Music invites applications for the position of Coordinator of the Music Therapy Programme to commence August 1, 1996. This is a one-year, limited term, appointment and is subject to budgetary approval.

Qualifications: Candidate must show substantial evidence of successful university teaching, administration in a university Music Therapy programme, and be a member of CAMT. Minimum academic qualification must demonstrate specialization in Music Therapy at the baccalaureate level.

Duties: Coordinate and develop the Music Therapy curriculum, teach courses in the Music Therapy professional sequence, supervise adjunct Music Therapy faculty in facilitating the clinical placement component, and serve on departmental and university committees as appointed by the Director of the School. Ideally the candidate should have a strong presence in both American and Canadian Music Therapy Associations, demonstrated through publications and presentations.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The deadline for applications is **Friday, June 28, 1996**. Applications in writing, including a curriculum vitae and the names and addresses of three refeeees, should be sent to:

Dr. E. Gregory Butler
Director, School of Music
University of Windsor
Windsor, Ontario, N9B 3P4

University of Alberta
Edmonton

Assistant Professor in Experimental Condensed Matter & Material Science

Department of Physics

The Department of Physics invites applications for a tenure track Assistant Professorship in Experimental Condensed Matter & Material Science with a starting date of January 1, 1997. Candidates must have a PhD or equivalent, and postdoctoral experience. We are looking for an outstanding individual with proven ability and demonstrated potential for excellence in teaching, research and having a strong physics background. Candidates with a superior background and interest in surface physics, thin films, high temperature superconductors, nanostructures and scanning probe microscopy will be given priority.

The current salary minimum is $39,230 with appointment level being commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be submitted with curriculum vitae and the names of 3 referees by September 1, 1996 to:

Chair, Selection Committee
Department of Physics
University of Alberta
412 Avadh Bhatia Physics Lab
Edmonton, Alberta T6G 2J1
Fax: (403) 492-0714, e-mail: dtlunty@phys.ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

Queen's University at Kingston invites applications & nominations for a
Faculty Position in Mineral Processing—Mining Engineering

The Department of Mining Engineering at Queen's University, established in 1893, one of the oldest and most highly respected Mining Engineering educational institutions in North America, has programs in mining engineering, mine-mechanical engineering and mineral processing at both the undergraduate and graduate levels. Queen's University mining graduates have served the Canadian and international mining sector for over 100 years and presently occupy key positions in many major mining and mineral service corporations. Mineral processing, a long term core area of the Queen's Mining engineering program, presently has a faculty position vacancy. The Department of Mining Engineering seeks qualified individuals for the above faculty position in mineral processing. This is a tenure track position at either the assistant or associate professor level depending on the qualifications of the candidate. Minimum qualifications: Ph.D. in minerals or process engineering with several years experience in the mineral industry. The individual must have a distinguished record in mineral industry research and development as evidenced by publications, patents and/or references. Desired qualifications include familiarity with the mineral processing industry in North America, effective oral and written communication skills and the overall ability and potential to attract and carry forward research in mineral processing and process control. Candidates at early to mid career levels would be considered most suitable for this position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities and racial minorities. Queen's University offers competitive salaries and offers a comprehensive benefits package to employees. The closing date for this competition will be **July 15, 1996**, and the position will begin September 1, 1996. Interested candidates should respond to the Head of Department at the following address:

Dr. W. F. Bawden
Head, Department of Mining Engineering
Queen's University
Kingston, Ontario, Canada K7L 3N6

Applications should include an up to date resume, the names of at least three referees and examples of the applicants published work, including an indication of research, teaching and professional interests.

applications from any research area will be accepted and may influence hiring. All candidates must hold PhD degrees and will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and list of 3 referees to: Professor R.J. Pick, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Appointments are subject to the availability of funds.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a probationary (tenure track) position, at the rank of Assistant Professor, from electrical engineers with a PhD in telecommunications engineering, with specialization in networks and fibre optics communications. The successful candidate will be expected to (1) teach effectively and to develop laboratories at the undergraduate level, (2) develop a significant research program and attract research grants, (3) be dedicated to engineering education and work effectively with colleagues in the Department. The successful candidate must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. I.G. Tooker, Dean, P.Eng., Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

ENVIRONMENTAL POLICY

BROCK UNIVERSITY — The Environmental Policy Institute (http://www.brocku.ca/epi/) invites applications for a limited term contract appointment at the rank of Assistant Professor, subject to budgetary approval. The appointment is expected to be of 9 months duration, effective August 1, 1996, but there is a possibility it could be for up to 2 years depending on circumstances. A small and strongly collegial unit, the Institute offers an interdisciplinary undergraduate program which maintains active intellectual connections with other academic units of the University and with outside individuals and organizations. The successful candidate will have a completed PhD and demonstrated aptitude for interdisciplinary undergraduate teaching and research activity which bridges the natural sciences, social sciences, and humanities. A clear environmental policy orientation must be evident, involving the analysis and formulation of applied policy options and incorporating principles of sustainability. The candidate will be responsible for a) teaching a second-year full course on environmental principles and policy (global systems), b) supervising honours undergraduate thesis and seminar students, and c) teaching two seminar undergraduate half courses from the following areas: Conservation planning; Materials, waste and recycling; Human settlements: International development and environment. The successful candidate will also be expected to have an active program of research in an area of direct relevance to the Institute. Applicants should submit a letter of application accompanied by a curriculum vitae, a statement of research interests, and the names of three referees to Dr. David T. Brown, Director, Environmental Policy Institute, Brock University, St. Catharines, Ontario L2S 3A1 by July 1, 1996. It is expected that interviews will be conducted between 04-12 July. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty.

FAMILY MEDICINE

UNIVERSITY OF MANITOBA — The Department of Family Medicine at the University of Manitoba invites applications for contingent, geographical full-time physicians in association with the Parkland Family Practice Residency Program based in Dauphin, Manitoba. Two positions will be available through this competition. Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba and possess clinical skills appropriate to rural practice. At least three years of family practice experience, certification in family medicine from the College of Physicians of Canada, and willingness to develop research skills are desirable. Successful applicants will be involved in the training of family practice residents, medical students and other health professionals. Salary and rank will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. These two positions will be available September 1, 1996 to January 1, 1997. Closing date for receipt of applications is July 30, 1996. Covering letter accompanied by a curriculum vitae and the names of three referees should be submitted to: Dr. Peter Kirk, Professor and Head, Department of Family Medicine, E6003-409 Taché Avenue, Winnipeg, Manitoba, R2H 2A6. Telephone: (204) 237-2297; Fax: (204) 231-0302.

FORESTRY

LAKEHEAD UNIVERSITY — The Faculty of Forestry invites applications for a probationary (tenure track) appointment in Silviculture effective August 1, 1996. The programs which the Faculty delivers are: Diploma in Integrated Forest Resources Management, Honours Bachelor of Science in Forestry (Regular and Co-op options), Master of Science in Forestry and Master of Forestry. The successful candidate will teach undergraduate courses in silviculture, provide graduate instruction and provide thesis supervision at both undergraduate and graduate levels. The focus in silviculture at Lakehead University centres on the Boreal, Great Lakes-St. Lawrence and Deciduous Forest Regions. The candidate will be expected to develop a research program in his/her area of interest and participate in the administration of the Faculty and the University. Applicants should hold a PhD in silviculture or a closely related discipline. Field experience would be an asset. This position is subject to final budgetary approval. Applicants are invited to submit a curriculum vitae, a statement of teaching and research interests, and the names and addresses of three referees to: Dr. D. Euler, Dean, Faculty of Forestry, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

GERONTOLOGY

SIMON FRASER UNIVERSITY — Gerontology Program. Applications are invited for a tenure-track faculty position at the Assistant or Junior Associate Professor rank. The position will be filled by an individual with specialization in health promotion/epidemiology and gerontology. The successful candidate may assume this position Sept. 1, 1996 or as soon as possible thereafter. Qualifications include a PhD, demonstrated teaching ability, and a strong publishing record. The successful candidate will teach for both the existing Post-Baccalaureate Diploma Program in Gerontology and the new Master of Arts in Gerontology. The Masters Program in Gerontology located at Simon Fraser University Harbour Centre, builds upon the Diploma Program, which was established in 1983, and the expertise, research activities and reputation of the Gerontology Research Centre. The Masters Program offers advanced study in two defined areas within the field of gerontology - aging and the built environment and health promotion and aging. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Closing date: July 1, 1996. This position is subject to final budgetary authorization. Candidates should send their curriculum vitae, the names of three referees, and a statement of reasons for applying for the position to Dr. Andrew Wister, Graduate Committee Chair, Gerontology Program, Simon Fraser University, 515 West Hastings St., Vancouver, B.C. V6B 5K3; FAX: 604-291-5066.

HEALTH ECONOMICS

THE MONTREAL GENERAL HOSPITAL — Department of Medicine is seeking a faculty member to conduct research in health economics. This individual will have a cross-appointment in the Department of Economics at McGill University. The cross-appointment is non-tenure track and is for an initial three-year term. The position is open immediately. Applicants must hold a doctoral degree in economics and have experience in health economics research, preferably involving national databases and government health care policy. The applicant should be prepared to obtain independent career award funding following an initial three-year period of secured salary. Salary is commensurate with experience ($50,000-$55,000). Please send applications including curriculum vitae to: Dr. Steven A. Grover, The Montreal General Hospital, 1650 Cedar Avenue, Montreal, Quebec H3G 1A4. In

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NATIONAL UNIVERSITY OF SINGAPORE

Department of Sociology

Applications are invited for teaching appointments in the Department of Sociology from candidates who should possess a PhD degree in Sociology, especially with teaching/research interests in the following areas:

(a) Research Methods
(b) Urban Sociology
(c) Social Policy and Programme Evaluation
(d) Social Theory
(e) Applied Sociology

Preference will be given to those who have teaching and/or research experience within Southeast Asia.

Established in 1965 under the Faculty of Arts and Social Sciences, the Department offers courses leading to the degrees of BA and BSocSci (Honours), MSocSci and PhD.

The Department's main areas of interests are social change, economic sociology, problems of multiethnic and multireligious societies, social policy and comparative Southeast Asian studies. The University provides generous funding for research. Staff members are also very active in applied research and in providing consultancy services to both public and private organisations.

The University provides a computer-intensive environment for both teaching and research. All academic staff are given a networked personal computer (Pentium or Macintosh Power PC) with access to a Cray supercomputer, UNIX hosts, departmental laser printers, a wide spectrum of software, on-line library catalogue, CD-ROM databases, Teleview, INtv and Internet.

Gross annual emoluments range as follows:

Lecturer	S$ 56,920 - 72,580
Senior Lecturer	S$ 66,320 - 129,600
Associate Professor	S$114,870 - 159,760

(C$1.00 = S$1.01 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered. In addition, a 13th month Annual Allowance (of one month's salary) and an Annual Variable Component (of normally 2 months' salary) may be payable at year end, under the flexible wage system, to staff on normal contracts.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance, subsidised housing, education allowance for up to three children subject to a maximum of S$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Application forms and further information on terms and conditions of service may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 119260

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, NY 10022, U.S.A.
Tel: (212) 751-0331

Enquiries may also be sent through INTERNET to: PERQDP@NUS.SG, or through Telefax: (65) 7783948. Only shortlisted candidates will be notified

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THE TORONTO HOSPITAL

A University of Toronto Teaching Hospital

Head of Research Program

The Toronto Hospital is seeking a Vice President of Research. The position is currently vacant. The successful candidate will be responsible for leading and managing the research programs at The Toronto Hospital. Applicants must be active scientists and demonstrate a successful record of personal research accomplishment and the ability to lead and manage a complex research establishment. The successful candidate will work in close collaboration with basic and applied scientists at both The Toronto Hospital and the University of Toronto. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents. Interested applicants should send their curriculum vitae to: **Alan R. Hudson, MB, FRCS(C), President and CEO, The Toronto Hospital, Bell Wing 1-658, 585 University Avenue, Toronto, Ontario M5G 2C4.**

The University College of the Cariboo Invites Applications for a

PSYCHOLOGY INSTRUCTOR

Competition #96-023

The successful candidate will teach third year courses in Social Psychology and Personality, as well as Introductory Psychology.

Qualifications: Ph.D. in Psychology, ABD may be considered.
Term of Appointment: August 19, 1996 – December 20, 1996
Closing Date for Applications: July 15, 1996

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting **Competition #96-023**, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Ms. Irene Bazell
Human Resources Officer
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3

We wish to thank all applicants, however, only those under consideration will be contacted.

UNIVERSITY OF SASKATCHEWAN

Soil Science & Extension Division

Applications are invited for a tenure track, Assistant Professor position to be jointly held in the Department of Soil Science and the Extension Division of the University of Saskatchewan. Applicants should have a strong background in Agronomy, with emphasis on the environmental consequences of agricultural activities. Applicants must have a completed PhD at the time of appointment. The successful candidate would be expected to teach undergraduate and graduate courses in Agronomy and Soil Science, and to develop an independently funded research program in Agronomy and related areas. The extension role requires that the successful candidate must be able to work effectively in a team environment with members of the Extension Division and the Department of Crop Science and Plant Ecology to plan and deliver educational programs and technical information using a variety of methods and media for farm, agribusiness, and professional audiences. Applicants must be eligible for membership in the Saskatchewan Institute of Agrologists. Applications and curriculum vitae, including the names of three referees, should be submitted to **Or. O.W. Anderson, Head, Department of Soil Science, University of Saskatchewan, 51 Campus Drive, Saskatoon, Saskatchewan, S7N 5A8** (Phone: 1-306-966-6827; Fax: 1-306-966-6881) by **August 15**. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and invites applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

UNIVERSITY OF WINDSOR

School of Dramatic Art Drama-In-Education Position

The School of Dramatic Art, which offers honours degree programs in Acting, Music Theatre, Drama-in-Education, and Drama, invites applications for the following position:

A one-year, Limited Term position in Drama-in-Education, offered at the Assistant Professor level and commencing August 1, 1996. The successful candidate will teach primarily within the B.A. (Hons.) program in Drama-in-Education and, therefore, must have demonstrated teaching ability in the K through 12 classroom. Ability to teach in other areas within the School is an asset. Applicants must have a Master's degree in the area of Drama-in-Education and should have previous university teaching experience. A demonstrated commitment to research and publications in Drama-in-Education is desirable.

This position is subject to final budgetary approval. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications, including a complete curriculum vitae and the names and addresses of three referees, should be received by **June 28, 1996** and sent to:

Diana Mady Kelly, Director
School of Dramatic Art
University of Windsor
Windsor, Ontario N9B 3P4
(Fax: 519-973-7050)

University of Alberta
Edmonton

Assistant Professor in Experimental Geophysics

Department of Physics

The Department of Physics invites applications for a tenure track Assistant Professorship in Experimental Geophysics with a starting date of January 1, 1997. Candidates must have a PhD or equivalent, and postdoctoral experience. We are looking for an outstanding individual with proven ability and demonstrated potential for excellence in teaching, research and having a strong physics background. Candidates with a superior computational background in lithospheric studies, exploration seismology and interest in earthquake studies will be given priority.

The current salary minimum is $39,230 with appointment level being commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be submitted with curriculum vitae and the names of 3 referees by September 1, 1996 to:

Chair, Selection Committee
Department of Physics
University of Alberta
412 Avadh Bhatia Physics Lab
Edmonton, Alberta T6G 2J1
Fax: (403) 492-0714, e-mail: dtlunty@phys.ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSIFIEDS

accordance with Canadian immigration requirements, this posting is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

HISTORY

UNIVERSITY OF SASKATCHEWAN — The Department of History at the University of Saskatchewan invites applications for a tenure-track position in modern Canadian History, beginning September 1, 1996 (or earlier if possible) at the assistant professor level. PhD and publications are strongly prefected. Evidence of good teaching is particularly invited. Applicants should submit a letter of application, c.v., and any other supporting material. They should also arrange to have three confidential letters of reference sent directly to Bill Waiser, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5 (fax 306-966-5852; e-mail: hist.dept@sask.ca). Members of the department will be in attendance at the annual meeting of the Canadian Historical Association at Brock University. The University of Saskatchewan is committed to principles of employment equity. Aboriginal candidates, the disabled, members of visible minorities, and women are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline: June 30, 1996.

HUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Nutrition at St. Francis Xavier University invites applications for a nine months term position in Human Nutrition to begin on September 1, 1996. This position may become tenure track in 1997-98. Salary and rank will reflect experience. The candidate should have completed (or be near completion of) a PhD in nutrition or food service management by the start of the appointment. Completion of a dietetic internship is preferred. Preference will be given to candidates who have experience in teaching and/or dietetic practice. Responsibilities include teaching undergraduate courses in foods, food service management, and nutrition; and developing an appropriate research program. The candidates will also be expected to contribute to general faculty duties in the Department and in the University. The closing date for receipt applications is July 15, 1996. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major, Advanced Major, and Honours. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and official transcripts, and arrange to have sent three (3) letters of reference to: Dr. A.O. Sullivan, Chair, Department of Human Nutrition, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S B2G 2W5.

MANAGEMENT

SAINT MARY'S UNIVERSITY — Department of Management. Saint Mary's University invites applications for a three-year, non-tenure track position in Organizational Analysis and Business Policy beginning in September, 1996. A PhD/DBA (or ABD) is preferred. Applicants should arrange for the complete application, copies of academic transcripts and three (3) letters of reference on teaching and research potential to be sent directly to: Dr. Harr Oas, Chair, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

MATHEMATICS & COMPUTER SCIENCE

BRANDON UNIVERSITY — The Department of Mathematics and Computer Science invites applications for a probationary faculty position starting August 1, 1996, subject to budgetary approval. Applicants should have a PhD in Computer Science. The appointment will be at the Assistant Professor Level. The successful applicant will be expected to maintain a research program in Computer Science and will be responsible for teaching introductory as well as theoretical and/or applied courses at the senior level. The salary range for Assistant Professor is $37,798 to $56,856. Brandon University is located in Brandon, Manitoba, a city with a population of approximately 40,000. The University has Faculties of Arts, Science, Education and a School of Music, and services the entire western area of the province as well as eastern Saskatchewan. A variety of outdoor and cultural activities are readily available. Applications, together with a current CV, current preprints/reprints, official transcripts and names of referees, should be sent to: Dr. J.G. Williams - Chair, Dept. of Mathematics & Computer Science, Brandon University, Brandon, MB, R7A 6A9. Applications sent by electronic mail should go to: williams@brandonu.ca with a second copy to: dueck@brandon.ca. Closing Date: June 28 or until position is filled. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily towards Canadian citizens and permanent residents. Both women and men are encouraged to apply.

MATHEMATICS & STATISTICS

CARLETON UNIVERSITY — The Department of Mathematics and Statistics is looking for an outstanding applicant in the area of Computational Statistics to fill a tenure-track position at the level of Assistant Professor, beginning July 1, 1997. This position is subject to budgetary approval. The successful candidate will be expected to have a PhD in Applied Statistics and be active in research, supervise graduate students, and contribute to the Department's tradition of excellence in teaching. Information concerning the Department, including research interests of the faculty, may be obtained upon request. Applications, with a curriculum vitae and the names and addresses of three referees, should be addressed to: Dr. Vlastimil Olab, Chair, Department of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. The closing date for receipt of applications is November 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

NATIVE STUDIES

BRANDON UNIVERSITY — The Department of Native Studies invites applications for a tenure-track position subject to budgetary approval, at the Assistant or Associate Professor level according to experience and training. The successful candidate is expected to conduct research; to be able to teach introductory Native Studies courses; and also to be able to teach in his or her field of expertise (human services is a prefected field of interest but any Native Studies specialty may be considered). Fluency in a Native language and a long-term association with a Native Community is preferred. Qualifications: PhD preferred. Candidates with a Master's degree may also be considered. Ranks and Salaries: Assistant Professor $37,798 - $6,856; Associate Professor $50,117 - 73,517. Effective Date of Appointment: September 1, 1996, January 1, 1997, or September 1, 1997. Application Deadline is June 30, 1996. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for official academic transcripts and three reference letters to be sent to Dr. Robert E. Florida, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

ORAL HEALTH SCIENCE

THE UNIVERSITY OF ALBERTA — Department of Oral Health Sciences, Faculty of Medicine and Oral Health Sciences, invites applications for four tenure track positions in the areas of (1) oral microbiology, (2) anatomy (head and neck focused), (3) oral epidemiology, and (4) biomaterials. Preference will be given to candidates who have demonstrated potential for or who have achieved a successful research career. Candidates will be expected to apply for research salary support funding from an external agency as part of the selection process. Appointment will be made in the appropriate department within the Faculty of Medicine and Oral Health Sciences. The person must hold a PhD or equivalent degree and/or a DDS, DMD, or MD degree(s). Our 78-year-old Faculty of Dentistry has recently been integrated into the new Faculty of Medicine and Oral Health Sciences and as such offers residences and graduate level training in most medical specialties. Our programs include an undergraduate dental program awarding the DDS degree, a Dental Hygiene Diploma program, a graduate orthodontic program, post-graduate general dentistry programs (GPR/AEGD), and Master's and doctoral programs in oral biology. We are a part of a major, modern health centre complex located on the campus of a major research-intensive university. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should forward their curriculum vitae, outlines of their research interests, and names of three references to Dr. G. Wayne Raborn, Associate Dean, 3036 Dentistry Pharmacy Centre, University of Alberta, Edmonton, Alberta T6G 2N8. Closing date is June 30, 1996. Starting date is flexible but is targeted as July 1, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF ALBERTA — Department of Oral Health Sciences Faculty of Medicine and Oral Health Sciences, invites applications for one senior and one junior tenure track position in the combined area of fixed and removable prosthodontics. Responsibilities for both positions include undergraduate and postgraduate teaching in didactic, preclinical, and clinical programs of fixed and removable prosthodontics. The senior position requires a DDS or DMD degree, advanced training in restorative dentistry and prosthodontics, and prior teaching experience in prosthodontics. Preference will be given to candidates who have achieved a successful, independent research career. The junior position requires a DDS or DMD degree and completion of an advanced program in prosthodontics by June 30, 1996. A developing independent research program is also a prerequisite. Rank and salary are commensurate with education and experience at either the Assistant Professor ($39,230-$55,526), Associate Professor ($48,736-$69,664) or Professor ($60,567-$83,782) levels. Our 78-year-old Faculty of Dentistry has recently been integrated into the new Faculty of Medicine and Oral Health Sciences and as such offers residences and graduate level training in most medical specialties. Our programs include an undergraduate dental program awarding the DDS degree, a Dental Hygiene Diploma program, a graduate orthodontic program, post-graduate general dentistry programs (GPR/AEGD), and Master's and doctoral programs in oral biology. We are a part

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COADY · INTERNATIONAL · INSTITUTE

DIRECTOR

St. Francis Xavier University invites applications for the position of Director, Coady International Institute. Established in 1959, the Coady International Institute is a non-academic department of St. Francis Xavier University. The Institute operates from its own facilities located on the University campus at Antigonish, Nova Scotia. The Institute is committed to development in The South. It brings to this exercise a learning approach and the University's insights in community work gained since the 1920's and known internationally as the Antigonish Movement. It conducts courses and consultations at Antigonish during June-December and provides services on request in The South during January-May each year. It has a staff of 9 professionals, a specialized library, and has developed a large network of Canadian and Southern World resource persons it mobilizes for its work.

The Director will:
- provide leadership to staff having both academic and professional expertise;
- develop the Institute in the rapidly changing development scene;
- work towards building the financial resource base of the Institute;
- strengthen linkages with the Institute's various constituencies;
- engage in teaching and oversee activities of the Institute.

This challenging assignment will require a candidate with:
- a strong grounding in the humanities or social sciences, preferably at the PhD level;
- an understanding of development and of NGO development work;
- experience in development work in The South;
- a broad range of management experience.

Added advantages will be knowledge of French/Spanish/Portuguese or any language of The South and managerial experience of working in consortia.

The Director reports to the president, St. Francis Xavier University. He/she will be an *ex officio* member of the University Board of Governors, Faculty, and Senate. The salary for this position is commensurate with qualifications and experience. The appointment is normally for a six-year term. The effective date of appointment is October 1, 1996

Closing date for applications is **July 31, 1996**

Interested candidates should send a letter of application, and curriculum vitae including names of referees, in confidence to:
Secretary, Coady Search Committee
Presidents Office, St. Francis Xavier University
P.O. Box 5000, Antigonish, NS B2G 2W5
FAX: (902)867-2177

Dentistry

McGILL UNIVERSITY, Faculty of Oentistry, Full-time Research/Teaching Positions — Applications are invited from dentists with graduate training and from scientists holding PhD degrees for full-time faculty positions. The Faculty of Dentistry is revising its undergraduate curriculum and is expanding its graduate programs in General Practice and Oral Health Sciences (MSc and PhD). Three research areas are being developed in collaboration with the Faculty of Medicine: oropharyngeal cancer (including oral rehabilitation and tissue engineering), chronic pain, and hard tissue biology (including biomaterials). Successful candidates will be expected to make major contributions to these missions and to obtain external research funding. The University is committed to equity in employment. Furthermore, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications will be considered until October 1, 1996 and should be sent to the following address, accompanied by a detailed curriculum vitae and the names and addresses of two referees: **Dr. James P. Lund, Dean, Faculty of Dentistry, McGill University, 3640 University Street, Suite M/2B, Montreal, Quebec H3A 2B2.**

PRINCIPAL

KING'S COLLEGE

The Board of Directors of King's College invites nominations and applications for the position of Principal. The Principal is the administrative and academic head of the College and reports directly to the Board of Directors. The appointment will be effective July 1, 1997.

The College is one of three affiliated colleges of The University of Western Ontario. King's College is operated under the auspices of the Roman Catholic Diocese of London, Ontario, but is under lay control. With an enrolment of approximately 1,800 undergraduate students, the College offers degree programs in the arts, social sciences, and social work.

The College seeks candidates with the following qualifications:
- an earned doctorate in a subject normally taught at the College
- demonstrated commitment to undergraduate teaching, and to research and publication
- understanding and appreciation of the philosophy and goals of Catholic education
- demonstrated leadership qualities, including the capacity to develop innovative responses to changing conditions
- commitment to active participation in fundraising and the development of strategic alliances for the College
- the ability to communicate effectively with various constituencies: university, diocese, government, business; students, faculty, staff, community
- significant administrative experience in higher education

Salary is competitive. The deadline for nominations is **July 31**, for applications **August 31, 1996**. Candidates should submit a letter of application, a curriculum vitae, and the names of three referees by the due date. A detailed position description is available upon request.

Forward inquiries and applications to **Mr. John Millar, Secretary to the Board of Directors, King's College, 266 Epworth Ave., London, Ont. N6A 2M3.**

In accordance with Canadian immigration requirements first preference will be given to Canadian citizens and permanent residents. King's College encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

President
The University of British Columbia

The University of British Columbia is one of Canada's leading teaching and research institutions. Incorporated in 1908, it is a publicly supported, comprehensive university comprising twelve faculties, nine schools, and twelve centres and institutes. The University's mission is to be a world-renowned institution of higher education and research.

UBC is affiliated with major teaching hospitals, including one which has a facility on campus. Total credit course enrolment in 1994/95 was 31,000, and there are approximately 2,000 faculty and 5,500 non-academic and support staff. Total expenditures in 1994/95 were $747 million, including $356 million in operating and $135 million in sponsored research. The UBC endowment fund surpassed $300 million in 1995.

As Chief Executive Officer, the President has general supervision over all academic work and is responsible for directing the operation of the University and its business affairs. The President has other powers and duties as may be assigned by the Board of Governors.

The salary and terms of appointment of the President are negotiable.

The University is concerned about the under-representation in administration of women, aboriginal people, visible minorities and persons with disabilities. The University welcomes all qualified applicants, especially members of these designated employment equity groups.

Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, will be received until a selection is made and should be sent as soon as possible to the UBC Presidential Search Committee, c/o:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Janet Wright &Associates Inc.

The Izaak Walton Killam

POSTDOCTORAL FELLOWSHIPS

For 1997-98

Dalhousie University

Value
Fellowships valued at $33,000 (1996-97) plus travel allowance, are tenable for one year at Dalhousie University in most fields of study.

Qualifications
Applicants should have recently completed a PhD. (within the last 2 years; a PhD completed prior to 1995 is not eligible) at a recognised university and have no current connection with Dalhousie University.

Application
Initial correspondence should be received no later than October 15, 1996. It should include a curriculum vitae, brief research proposal and the name of the proposed supervisor or department of affiliation.

Application forms will be sent if the proposed research can be accommodated and completed applications must be submitted by December 15, 1996.

Correspondence should be addressed to:
Killam Postdoctoral Fellowship Programme
Faculty of Graduate Studies
Dalhousie University, Halifax,
Nova Scotia, Canada, B3H 4H6

ANNONCES CLASSÉES

of a major, modern health centre complex located on the campus of a major research-intensive university. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should forward their curriculum vitae, outlines of their research interests, and names of three references to Dr. G. Wayne Raborn, Associate Dean, 3036 Dentistry Pharmacy Centre, University of Alberta, Edmonton, Alberta T6G 2N8. Closing date is June 30, 1996. Starting date is flexible but is targeted as August 1, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Oral Health Sciences in the Faculty of Medicine and Oral Health Sciences, is searching for a half-time clerical pediatric dentist. The person selected would then be free for half-time private practice or other endeavors. Responsibilities will include clinical, pre-clinical teaching, and lectures in pediatric dentistry including participation in the hospital program. The person selected would be on a three-year rolling term contract. The candidate should have qualifications from an accredited North American Postgraduate program and be eligible for licensing in Alberta, Canada. Salary and rank is commensurate with experience and qualifications. Deadline for applications: July 31, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should forward their curriculum vitae and the names of three references to Dr. G. Wayne Raborn, Associate Dean, 3036 Dentistry Pharmacy Centre, University of Alberta, Edmonton, Alberta T6G 2N8. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

OTOLARYNGOLOGY

UNIVERSITY OF MANITOBA — Applications are invited for the position of Head of the Department of Otolaryngology, Faculty of Medicine, University of Manitoba for a five-year term commencing August 1, 1996 or as soon as possible thereafter. The appointment will be geographical full-time and tenured at the rank of Professor. Candidates should have a substantial record and achievement in Otolaryngology, and extensive experience in teaching and research as well as proven administrative experience. The Department is responsible for programs of education at the undergraduate and graduate levels. Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Otolaryngology by the Royal College of Physicians and Surgeons of Canada is required. The University of Manitoba offers good working conditions, a competitive salary and an attractive fringe benefit package. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted not later than July 31, 1996 to: Dr. N.R. Anthonsen, Dean, Chair, Department of Otolaryngology Search Committee, Faculty of Medicine, University of Manitoba, A101 - 753 McDermot Avenue, Winnipeg, Manitoba, R3E 0W3.

PEDIATRIC DENTISTRY

UNIVERSITY OF SASKATCHEWAN — Full-time tenure track position at the rank of Assistant Professor available in the Division of Pedatric Dentistry, Department of Community and Pediatric Dentistry effective July 1, 1996. Duties will include the didactic and clinical instruction of undergraduate students at the preclinical and clinical level, research and some administration. A DDS/DMD degree from an accredited dental school and a certificate in pediatric dentistry from an accredited ADA/CDA training program are required. Candidates should possess appropriate qualifications for licensure and certification as a specialist in Pediatric Dentistry in Saskatchewan. Opportunity for intramural private practice is available. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please submit application complete with curriculum vitae and the names of three referees to: Dr. P.A. Konchak, Department Head, Community and Pediatric Dentistry, College of Dentistry, University of Saskatchewan, 105 Wiggins Road, Saskatoon, SK, Canada, S7N 5E4 This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

PEDIATRIC NEUROSCIENCE

UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health, University of Manitoba and the Children's Hospital, Health Sciences Centre are seeking a contingent geographic full-time Pediatric Neurologist at the rank of Assistant Professor. The Health Sciences Centre is a major tertiary care health facility serving a population base of over 1 million. The successful candidate will join two other neurologists in the Section of Pediatric Neurosciences and should have basic research or clinical investigation interest. In addition to clinical expertise. The individual must also participate in the educational programs of undergraduate medical students, postgraduate pediatric residents and neurology fellows. Ample opportunity for collaborative research exists. Candidates must have Senior Specialty qualifications in Neurology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Canada is preferred. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae together with names and addresses of three referees to: Dr. F. Booth, Section Head, Pediatric Neurosciences, Children's Hospital, 840 Sherbrook Street, Winnipeg, Manitoba, R3A 1S1. Closing date for receipt of applications is July 15, 1996.

PHILOSOPHY

UNIVERSITY OF BRITISH COLUMBIA — The Centre for Applied Ethics and the Faculty of Commerce invite applications for a newly created Chair in Business Ethics. Rank, salary and tenure are open, and the starting date is flexible. This is a tenure track appointment and will require regular teaching and research in the Faculty of Commerce along with the research appointment in the Centre. Candidates should have a PhD in Philosophy (in such areas as philosophy and economics, ethics, applied ethics, or political philosophy), and a serious commitment to business ethics research. New or recent PhD's are welcome to apply, as are more senior scholars It is expected that the successful candidate will integrate teaching and research in the context of the Centre, the Faculty of Commerce and the business community. Inquiries and applications, including names and addresses of three references and a curriculum vitae, should be sent to Michael McDonald, Centre for Applied Ethics. The position may be advertised again if a suitable candidate is not found. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Centre for Applied Ethics, UBC, 227 - 6356 Agricultural Road, Vancouver, B.C. V6T 1Z2 Canada; Phone. (604) 822-5139; Fax: (604) 822-8827; Email: centre@ethics.ubc.ca

PHOTOGRAPHY

CONCORDIA UNIVERSITY — The Photography Program of the Department of Printmaking and Photography is seeking applications for a Limited Term Appointment at the Assistant Professor level. This is a one-year, non-renewable, full-time position to begin August 1, 1996 Successful candidates will be able to teach studio courses at all undergraduate levels (in both Black and White and Colour), work with graduate students and participate in the administration of a large program. Candidates must possess practical knowledge of both traditional and contemporary approaches (documentary, large-format, "artistic"), as well as familiarity with current ideas in theory and criticism is required. Specific requirements include: M.F.A.; teaching experience at the university level; active exhibition record; dossier including 20 slides of recent work, C.V. and other relevant support material to accompany a letter of application. Deadline for applications is June 14, 1996 Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please address applications to Penny Cousineau, Associate Professor, Department of Printmaking and Photography, VA 248, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. W, Montreal, Quebec H3G 1M8.

PHYSICAL EDUCATION & RECREATION

UNIVERSITY OF ALBERTA — Faculty of Physical Education and Recreation. Applications are invited for two tenure-track positions in the areas of Sociological Study of Sport and Leisure or Leisure and Sport Management. One or both of these appointments will be at the Assistant Professor level (current salary $39,230 to $55,526) with the potential for one of the appointments to be at the level of Associate Professor (current salary $48,736 to $69,664) and is available September 1, 1996 or at a mutually agreeable date. Applications are invited from individuals who hold a doctoral degree in one of these areas or a related discipline (e.g. Business, Sociology, Political Science, Cultural Studies, Women's Studies). The successful candidate will be expected to teach in the undergraduate and graduate programs, to supervise graduate students and to have demonstrated expertise in research as evidenced by publication in refereed journals. The Faculty of Physical Education and Recreation at the University of Alberta offers two undergraduate degrees (BPE and BA in Recreation Administration), a combined degrees program (BPE/BED) with the Faculty of Education, Master of Science and Master of Arts degrees, and a PhD degree. The thrust of the undergraduate programs is to prepare professionals for roles in leisure/recreation, sport, physical activity and the promotion of active living, health and well-being. The Faculty has recently committed itself to critical thinking and problem solving approaches in undergraduate preparation. The graduate program is primarily research based but also includes a course based MA. Further details regarding the Faculty and this position are available upon request. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a description of research and teaching interests, and accompanied by a curriculum vitae and the names of three referees, should be sent prior to August 1, 1996 to: H.A. Quinney, Dean, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2H9. For further information, please contact: Dr. T. Slack, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2H9; Telephone:(403)492-0996; Fax (403) 492-2364, E-mail: TSlack@per.ualberta.ca The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Faculty of Physical Education and Recreation. Applications are invited for one tenure-track position in the area of Social Psychology or other Social Science with specific focus in Recreation and Leisure or health outcomes of physical activity. This appointment will be at the Assistant Professor level (current salary $39,230 to $55,526) and will be effective September 1, 1996 or at a mutually agreeable date. The successful candidate will hold a doctoral degree and will be expected to teach at the undergraduate and graduate levels in courses related to his/her specific expertise including the relationship of recreation and physical activity to health and well-being. This person will also be expected to supervise graduate students and to have demonstrated expertise in research as evidenced by publications in refereed journals. The Faculty of Physical Education and Recreation at the University of Alberta offers two undergraduate degrees (BPE and BA in Recreation Administration), a combined degrees program (BPE/BED) with the Faculty of Education, Master of Science and Master of Arts degrees, and a PhD degree. The thrust of the undergraduate programs is to prepare professionals for roles in leisure/recreation, sport, physical activity and the promotion of active living, health and well-being. The Faculty has recently committed itself to critical thinking and problem solving approaches in undergraduate preparation. The graduate program is primarily research based but also includes a course based MA. Further details regarding the Faculty and this position are available upon request. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a description of research and teaching interests, and accompanied by a curriculum vitae and the names of three referees, should be sent prior to August 1, 1996

DIRECTOR
Brain & Spinal Cord Research Centre
The University of British Columbia and The Vancouver Hospital and Health Sciences Centre

Applications are invited for the position of **Director of the Brain and Spinal Cord Research Centre** at the University of British Columbia (UBC) and the Vancouver Hospital and Health Sciences Centre (VHHSC). We seek a senior neuroscientist (Ph.D. and/or M.D.) with an established, international reputation in research.

The Brain and Spinal Cord Research Centre, recently established to enhance the multi-disciplinary development of neuroscience research, will focus on fundamental and applied research avenues common to many neurological and psychiatric disorders. It will also torm the hub of neuroscience education and training at UBC and VHHSC. There are approximately 70 active neuroscience faculty members, with their associated research groups, at UBC and VHHSC. UBC has maintained an active inter-departmental Graduate Program in Neuroscience with an annual enrollment of over 50 graduate students.

The Director will develop and lead the research and educational priorities of the Centre and will identify and actively pursue opportunities for fund development. The Director will report to the Dean of Medicine, UBC and the Vice-President, Research, VHHSC. The successful candidate will also be appointed as a tenured Professor within an appropriate UBC department. Salery will be commensurate with quelifications and experience.

Qualified applicants are invited to submit their curriculum vitae, the names of three references, and a summery of their current research program to: **Dr. Martin Hollenberg, Chair, Brain and Spinal Cord Research Centre Search Committee, c/o the Faculty of Medicine, The University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C. V6T 1Z3.** Deadline tor submission of applications is **August 31, 1996** and the anticipated starting date is **Jan. 1, 1997.**

In accordance with Canadian immigration requirements, priority will be given to Canadien citizens and permanent residents. UBC and VHHSC welcome all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

The School for Field Studies
Forest Resource Specialist

The School for Field Studies, Center for Coastal Studies in British Columbia, seeks full-time resident faculty. The center focuses on coastal watershed management and marine resource management issues in the region. Faculty give lectures in the classroom to 32 students (mostly from the US) and work in the field with students on applied conservation issues. Semester and summer programs are run from the center. Position is year-round and residential (required). Qualified applicants will have experience in: Forest and Wildlife management; landscape scale ecosystem management principles; social forestry; forest ecology; resource sociology; and Canadian provincial land use management.

Position requires Ph.D. or equivalent (Master's with 4+ years of applied experience), 2 years' teaching at the undergraduate level with full course responsibility and a demonstrated commitment to conservation. To apply, send a detailed letter and resume to: **The School for Field Studies, Dept. CC, 16 Broadway, Beverly, MA 01915. Fax: 508-927-5127.**

University of Alberta
Edmonton

Academic Position
Department of Psychiatry

Applications are invited for a two-year academic position in drug metabolism in the Neurochemical Research Unit, Department of Psychiatry, University of Alberta, Edmonton. The successful candidate will have a proven academic background in drug metabolism and will be expected to contribute to the research and teaching in the Department. Applicants should have a PhD in an area related to drug metabolism and a minimum of two years of postdoctoral training in the area of drug metabolism as it pertains to biological psychiatry. The appointment will be full-time geographic at Assistant Professor rank ($39,230 - $55,526). During the two year period of the appointment, the applicant will be expected to apply to funding agencies for continuing salary support. Deadline for receipt of applications is July 15, 1996.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should forward their curriculum vitae and names of three references to:

Dr. Roger Bland
Professor and Chair
Department of Psychiatry
1E7.44 Mackenzie Centre
University of Alberta
Edmonton, Alberta T6G 2B7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WINDSOR

SSHRC Postdoctoral Fellowships 1997-1998

The Humanities Research Group invites applications from applicants for SSHRC Postdoctoral Fellows to hold their Fellowships with the HRG at the University of Windsor. Scholars with research projects in traditional humanities disciplines or in theoretical, historical, or philosophical aspects of the sciences, social sciences, arts, and professional studies are invited to apply. Individuals engaged in interdisciplinary or non-traditional research are particularly encouraged to apply.

Postdoctoral Fellows will be provided with office space, university affiliation, and library privileges. The Humanities Research Group is an interdisciplinary centre which fosters research in the humanities at the University of Windsor. Through its programmes, speakers, fellowships, and colloquia it provides a unique multidisciplinary research environment Postdoctoral scholars holding SSHRC Fellowships at the Humanities Research Group will become members of an innovative community devoted to the principles of interdisciplinary cooperative research.

Applicants should contact the Director as soon as possible about holding their fellowship at the Humanities Research Group. Applicants must apply for the SSHRC Postdoctoral Fellowship through the usual channels and must meet all the Council's criteria.

Applicants should be forwarded to:

Director
Humanities Research Group
University of Windsor
401 Sunset Avenue
Windsor, Ontario N9B 3P4

Phone (519) 253-4232 x 3508; Fax (519) 971-3620;
E-mail: hrgmail@uwindsor.ca

The University of Windsor is committed to equity in education and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities Applications from women are particularly encouraged.

Deadline:
Humanities Research Group - **August 15, 1996**
SSHRC - **October 1, 1996**

RESEARCH ASSOCIATE
Department of Pharmacology & Therapeutics
The University of British Columbia

The University of British Columbia. The Department of Pharmacology & Therapeutics invites applications for a grant funded Research Associate position.

Candidates for this position must have a doctoral degree, a minimum of two years' post-doctoral experience, and demonstrated outstanding research abilities. In addition the applicant should have extensive experience in patch clamping small isolated cells, computer programming and single cell fluorescence measurement Salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. The anticipated start date is 1 October, 1996. The deadline for application is **1 August, 1996** or until such time as a suitable candidate is identified.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

Applications, including a curriculum vitae, selected reprints, a statement of research interest, present research activities and the names of three referees should be sent to

Dr. C. van Breemen, Head
Dept. of Pharmacology & Therapeutics
University of British Columbia
2176 Health Sciences Mall
Vancouver, B.C. V6T 1Z3

CLASSIFIEDS

to: H.A. Quinney, Dean, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2H9. For further information, please contact: Dr. W. Rodgers, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2H9; Telephone: (403)492-2677; Fax (403) 492-2364; E-mail: WRodgers@per.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Faculty of Physical Education and Recreation. Applications are invited for one tenure-track position in the area of Recreation and Leisure for Special Populations. This appointment will be at the Assistant Professor level (current salary $39,230 to $55,526) and is available September 1, 1996 or at a mutually agreeable date. The Faculty of Physical Education and Recreation at the University of Alberta offers tow undergraduate degrees (BPE and BA in Recreation Administration), a combined degrees program (BPE/BED) with the Faculty of Education, Master of Science and Master of Arts degrees, and a PhD degree. The thrust of the undergraduate programs is to prepare professionals for roles in leisure/recreation, sport, physical activity and the promotion of active living, health and well-being. The Faculty has recently committed itself to critical thinking and problem solving approaches in undergraduate preparation. The graduate program is primarily research based but also includes a course based MA. Students in all degree programs have an opportunity to concentrate their studies in the area of special populations. In addition to graduate courses in adapted physical activity and exercise gerontology, the Faculty offers undergraduate courses in gerontology, adapted physical activity, recreation for special populations, and therapeutic recreation. The Faculty is seeking applications from individuals who can contribute to this diverse undergraduate and graduate program offering, and complement the existing staff in adapted physical activity and gerontology. Specifically the Faculty seeks applications from individuals whose research and teaching expertise is in the field of recreation and leisure for special populations. Either a sociological, or social-psychological emphasis in research and a background in recreation therapy would be an asset. The successful candidate will hold a doctoral degree and will be expected to teach in the undergraduate and graduate programs, supervise graduate students and have demonstrated expertise in research as evidenced by publications in refereed journals. Further details regarding the Faculty and this position are available upon request. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a description of research and teaching interests, and accompanied by a curriculum vitae and the names of three referees, should be sent prior to August 1, 1996 to: H.A. Quinney, Dean, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2H9. For further information, please contact: Dr. J. Watkinson, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2H9; Telephone: (403)492-0770; Fax (403)492-2364; E-mail: JWatkinson@peralberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHYSICS

UNIVERSITY OF WINNIPEG — The Positron Group at the University of Winnipeg seeks a research assistant. The research interest is centered on defect characterization in semiconductors (Si, SiC, C) by means of positron spectroscopy. Therefore it will be a definite asset if applicants have a strong background in positron annihilation. The annual salary will be up to $15,000. Initial appointment can commence immediately and can be renewed annually. Applications, including curriculum vitae and the names of 3 referees should be sent to: Dr. S. Dannefaer, Department of Physics, University of Winnipeg, Winnipeg, MB R3B 2E9. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

PSYCHIATRY

UNIVERSITY OF SASKATCHEWAN — Academic Psychiatrist. A Tenure Track position for an Academic Adult Psychiatrist at the Assistant Professor rank, has become available at the University of Saskatchewan. Saskatoon is an attractive, clean, safe, educationally and culturally enriched environment. Recreational facilities are excellent. The successful candidate will be actively involved in Undergraduate and Postgraduate training programs. Scholarship and research are required and many collaborative opportunities are available. The Department includes neuroscience and social science research divisions and a forensic facility. The incumbent will practice in the facilities of Saskatoon District Health which has a full range of inpatient and outpatient adult psychiatric services, including all of the subspecialties of psychiatry. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of these designated groups on their application. This position has been cleared for advertising at the two-ties level. Applications are invited from qualified individuals, regardless of their Immigration status in Canada. The rank, salary and benefits will be commensurate with qualifications and experience. The deadline for replies is June 30, 1996. Please call (306) 966-8223 or write to: Dr. R.C. Bowen, Professor & Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, SK S7N 0W8.

REHABILITATION MEDICINE

THE UNIVERSITY OF MANITOBA and Health Sciences Centre are searching for a Head of the Section of Rehabilitation Medicine. The successful applicant is expected to provide leadership both for the Section of Physical Medicine in the Department of Internal Medicine and for rehabilitation programs within the province. The Section of Rehabilitation Medicine is one of 16 sections of the Department of Internal Medicine providing clinical service, undergraduate, postgraduate and continuing education and research. Currently there are 7 GFT members within the Section who have major clinical responsibilities in the Rehabilitation Hospital. There are 66 beds and 5 major programs within the Rehabilitation Centre (Spinal Cord Injury, Stroke, Amputee, Brain Injury and Musculoskeletal) including consultation services to the adjoining General Hospital and community outreach. Within the section there are productive interdisciplinary activities with the School of Medical Rehabilitation and the Departments of Occupational Therapy and Physiotherapy. This is a geographical full-time contingent position at the University of Manitoba with the academic rank of Associate/Full Professor dependent upon qualifications. The incumbent should have proven abilities in the areas of administration, research, teaching and patient care. It is expected that the incumbent would establish his/her own area of research and encourage academic development broadly within the discipline. Candidates must have senior specialty qualifications in Physical Medicine and Rehabilitation in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Physical Medicine and Rehabilitation by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. The advertisement is directed to Canadian citizens and permanent residents. Interested applicants should submit a complete curriculum vitae and the names of three references to: Dr. L.E. Nicolle, H.E. Sellers Professor and Head, Department of Internal Medicine, Room GC 430 Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is June 30, 1996.

SOCIOLOGY

UNIVERSITY OF SASKATCHEWAN — The Department of Sociology at the University of Saskatchewan invites applications for a tenure-track position at the rank of Assistant Professor, effective 1st September 1996. The area of specialization is open. However, candidates should be able to focus their work in one or more of the following areas of departmental specialization: Agriculture and Development, Criminology, Education and Work, Health and Health Care, Family and Gender Studies, Race and Ethnic Relations, Research Methods, and Theory. We are seeking candidates who have a strong commitment to research, publication, and graduate and undergraduate teaching. Normally, a completed PhD is required at the time of appointment. Please send applications, including a C.V. and brief statement of interest, and arrange to have three letters of reference sent to: Terry Wotherspoon, Head, Department of Sociology, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan S7N 5A5; (Fax: 306-966-6950). The application deadline is 30th June 1996. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

STUDIO ARTS

CONCORDIA UNIVERSITY — Faculty of Fine Arts. The Painting & Drawing Program, Department of Studio Arts invites applicants for a full-time, Limited Term Appointment at the rank of Assistant Professor effective Sept. 1 '96 - May 31, 1997. Academic duties consist of teaching Undergraduate and/or Graduate courses in the areas of Painting, Drawing and Open Media. Preference will be given to candidates with a background in Painting and Drawing as well as Multi-Media. Bilingualism is an asset. The successful candidate should be a prominent, actively exhibiting artist. Some administrative duties will be required by the Department. All letters of application must be accompanied by a C.V, 20 slides, and the names and addresses of three (3) referees. Deadline for applications is June 15. Please address application to: Program Director, Painting & drawing program, Studio Arts Department, Faculty of Fine Arts, Concordia University, VA-240, 1395 Rene-Leveque, Montreal, QC, H3G 1M8 Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SURGERY

UNIVERSITY OF SASKATCHEWAN — Neurosurgeon. The Department of Surgery invites application for a full-time appointment in the Division of Neurosurgery. The successful candidate will be appointed to the active staff of the Department of Surgery at Royal University Hospital, one of the hospitals of the Saskatoon

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fedéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(es) à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

SEPT	OCT	NOV
CLASSIFIED Aug 9/96 • 12 pm	CLASSIFIED Sept 6/96 • 12 pm	CLASSIFIED Oct 8/96 • 12 pm
DISPLAY Aug 16/96 • 12 pm	DISPLAY Sept 13/96 • 12 pm	DISPLAY Oct 15/96 • 12 pm

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

SEPT	OCT	NOV
PETITES ANNONCES 9 août/96 • 12h00	PETITES ANNONCES 6 sept/96 • 12h00	PETITES ANNONCES 8 oct/96 • 12h00
GRANDES ANNONCES 16 août/96 • 12h00	GRANDES ANNONCES 13 sept/96 • 12h00	GRANDES ANNONCES 15 oct/96 • 12h00

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EDITORIAL SECTION

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Black & 2 colours	$420
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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

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Bulletin-Diffusion, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2

ANNONCES CLASSÉES

District Health Board, and hold a full-time faculty appointment with the College of Medicine at the University of Saskatchewan. The candidate must be certified in Neurosurgery by the Royal College of Physicians and Surgeons of Canada. Applicants should have additional training and a minimum of two years experience in cerebrovascular surgery. The successful candidate will participate in the clinical and educational activities of the Division. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit a letter of application, current curriculum vitae and names of three references to: Dr. R.G. Keith, Chairman, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, SK S7N 0W8. Deadline: July 15/96.

THEATRE

CONCORDIA UNIVERSITY — Faculty of Fine Arts. The Department of Theatre invites applications for an Associate Professor and Coordinator of the Specialization in Drama in Education program. This will be a one year limited term appointment for the 1996-97 academic year. The Department of Theatre offers BFA degree programs in the areas of Theatre Performance, Design for the Theatre, Playwriting, Drama in Education, and general theatre studies. The Department enjoys close links with the professional theatre and provides a strong academic and practical foundation based on teaching excellence. Candidates will be required to teach two or three courses each semester at the undergraduate level. A PhD, registered drama therapist with academic administrative experience and/or professional theatre experience and evidence of having taught at the undergraduate level, is preferred. The candidate must have experience in developmental drama and drama therapy. Salary is negotiable. Applications, including a resumé and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for receipt of applications is June 15, 1996. In accordance with Canadian immigration policies, this notice is directed to Canadian citizens and landed immigrants. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. All things being equal, women candidates shall be given priority.

VISUAL COMMUNICATION

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN invites applications for a three-year initial (tenure track) position in the Visual Communication Department to commence August 1, 1996. The successful candidate will plan and supervise design lab activities, develop initiatives that expand design activities, and assist in securing external funding for projects. He/she will participate in curriculum development and research in communication design, electronic arts, and digital multimedia, and will teach two or more courses per semester (fall and winter) in those areas. Qualifications: 1. Specialist in digital media applications in the design/fine art context, with capabilities ranging from basic electronic media literacy to specific expertise in digital media concept design and production in visual communication/product design and fine art. 2. Graduate degree(s) in education in design and experience in multimedia including animation, 3D modelling, Internet and CD ROM-based interactivity design and production. 3. Several years of experience in academic and professional contexts and evidence of successful post-secondary teaching and research experience. 4. Extensive knowledge of the Mac OS and an ability to develop potential in other industry standard computer environments. Salary and rank are dependent on qualifications and according to the College faculty grid. Review of applications will begin June 1st and end on June 30th. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents of Canada. Address letter of application, detailed Curriculum Vitae, and the names of three references to: Jill Grant, PhD, Vice-President (Academic Dean), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6.

ACCOMMODATIONS

FOR RENT — Montreal: August 15/96 - June 1/97. Quiet, comfortable, fully furnished 5 1/2 room flat in NDG, 5 minute walk from Metro. Washer/dryer, heated $550 month plus utilities. Ideal for doctoral student, LTA, visiting scholar. No smokers or pets please. Phone/Fax 514/488-6808 after June 15 (or 212/683-0233 before June 15).

RENTAL — Central London (UK) Sept 1996- July 1997 (min. 1 month). Fully furnished studio apartment (separate bathroom and kitchen) Tel 709 737 8433, EMail vburton@morgan.ucs.mun.ca.

FOR RENT — Large 4 bedroom country home, 10 mins. from Cat. Centre, 20 mins. from Queen's. 2 1/2 baths, large family room, separate dining room, office, double garage. Beautifully appointed. Easy access 401 for Toronto/Montreal. Close to village, public and high schools. 10 mins. from pool, library, ice rink, tennis courts. $950 + utilities. References required. (613) 386-3182 Eileen Foley.

ACCOMMODATION WANTED — Academic mature Montreal couple on sabbatical require house or apartment in Toronto for Fall term, '96. Exchange or rental. U of T area preferred. Tel/Fax 514-932-6026.

FURNISHED HOUSE FOR RENT — Montreal, next to Westmount area and steps to subway station. Lower Duplex, beautiful oak woodwork and floors, fireplace, fully furnished and equipped, 4 bdrm, 2 bathrms. Garden, outdoor parking. Ideal for sabbatical. Available from Aug 1/96 to July 31/97. Tel:(514)487-9795 or Fax:(514)481-6657.

SABBATICAL RENTAL — Montreal. Large house; 4 bedrooms; study; 2+ bathrooms; furnished; equipped. Ideal location (Westmount); Walk to Concordia, McGill, Université de Montreal. Close to bus and Metro, library, recreation, shopping. Quiet street, garden, parking for 3 cars. Up to one year from summer 1996. Telephone David at (514) 935-1432 (e-mail: mitchel@vax2.concordia.ca).

LONDON HOUSE, Camden Town, London, England May to August accommodation in University of Guelph's "Guelph London House." Rooms or flats, full housekeeping privileges. Daily, weekly and monthly rates. Minimum 3 nights stay. This smoke-free environment is ideal for academic/tourist travellers. Guelph London House, c/o University of Guelph, Guelph, ON N1G 2W1. PH: (519) 824-4120 Ext.3357, FAX: (519) 767-1670, E-mail: ocho@uoguelph.ca

Educators Bed & Breakfast Network — $27 a night for two. Private membership travel network of B&Bs for educators. Stay with members at over 2900 locations in 36 countries. Choose your destination and we do the rest. Call (800) 377-3480, write Box 5279, Eugene, OR 97405, fax (541) 686-5818, or try our Homepage; http://www.eln.org/~edbabnet.

NOTICEBOARD

CALL FOR PAPERS for the Fifth International Conference on Ethico-Economics: "Property Rights and Community Values in Evolving Globalization", Oct. 9-11, 1997, University College of Cape Breton. Limited travel grants may be available. Send proposal by July 31, 1996 to Professor Matiud Choudhury, University College of Cape Breton, Sydney, NS B1P 6L2. Tel: 902-539-5300/1236; Fax: 902-562-0119; mchoudhu@sparc.uccb.ns.ca.

CALL FOR PAPERS — Signs: Journal of Women in Culture and Society seeks submissions for a special issue on Feminisms and Youth Cultures slated for publication in spring of 1998. The editors welcome submissions that are (1) based on independent or collaborative research conducted by, about, and/or within youth communities and (2) textual analyses (widely defined) of popular culture produced by youth from a wide range of racial, ethnic, religious, and national origins. Please submit articles (five copies) not later than January 31, 1997 to Signs, "Feminisms and Youth Cultures", Box 354345, University of Washington, Seattle, WA 98195-4345. Please observe the guidelines in the "Notice to Contributors" printed in the most recent issue of the journal.

AUTOFACT Asia '96 Exposition and Conference — Southeast Asia's most comprehensive event for advancing product and process design engineering in manufacturing - July 9-12, 1996, Singapore International Convention & Exhibition Centre, Suntec City, Singapore. Show organized by: Society of Manufacturing Engineers (SME), U.S.A. Show Managed by: MP Asia Pte. Ltd., Singapore. For more information call SME at 800/733-4763.

CALL FOR PAPERS — August 22-25, 1996 the University of Northern B.C. will host a World Conference on Quality of Life. Anyone interested in more information or wishing to present a paper should contact Alex C. Michalos, UNBC, Prince George, B.C. V2N 4Z9, Canada; Tel: 604-960-6697; fax: 604-960-5544; e-mail Michalos@unbc.edu.

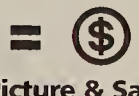
ASSISTANT PROFESSORSHIP IN METALS & MATERIALS ENGINEERING

The Department of Metals and Materials Engineering of the Faculty of Applied Science, the University of British Columbia, invites applications for the post of Assistant Professor in Metals and Materials Engineering. This is a grant tenure-track position, with an initial three year term, and the successful applicant will be required to participate in undergraduate and graduate level teaching and to conduct an independent research program. The successful applicant should be eligible to register as a P.Eng. in British Columbia. Applicants should have a PhD in Metallurgical Engineering or other relevant disciplines with a demonstrated record of research accomplishment in the field of physical metallurgy. This position is to be funded from the Dofasco Chair in Advanced Steel Processing and some of the activities of the successful applicant will be linked to those of the Dofasco Chairholder, Professor I.V. Samarasekera. The successful applicant will be responsible for mounting a research program in the physical metallurgy of iron and steel and will be expected to make regular visits to Dofasco to discuss activities and to present seminars. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. The starting date is January 1, 1997. Applications, including resume and references, should be sent by **July 31, 1996** to: **Dr. T.R. Meadowcroft, Head, Department of Metals and Materials Engineering, The University of British Columbia, 309-6350 Stores Road, Vancouver, BC V6T 1Z4 Canada.**

Send your ads via e-mail!

Stella Mazzarolo, Advertising & Circulation Coordinator, has a new e-mail address.

mazz@caut.ca



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Right on Target for Academics.

CAUT BULLETIN

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THE BIOMEDICAL RESEARCH CENTRE PROTEIN CHEMISTRY — SIGNALLING IMMUNOLOGY

Applications are sought for two full-time academic positions at the Assistant Professor and Associate/Full Professor ranks to join an interdisciplinary, interactive research program focused on signalling between and within cells of the immune system. The BRC is located on campus in a well-equipped, open-plan building, with facilities for ion-spray mass-spectrometry, chemical synthesis and sequencing of proteins, and the generation of transgenic mice.

Candidates should have PhDs and expertise in areas such as high-sensitivity analyses of proteins, molecular genetics, or immunology, an interest in innovative approaches to the analysis of signal transduction in the immune system, and a commitment to interactive, interdisciplinary research.

Both established investigators with internationally recognized research programs, and new investigators with strong potential for a research career, will be considered, and salary and academic rank (tenure or tenure-track) will be commensurate with experience. Further information can be obtained at the BRC's web-site, at http://www.bre.ubc.ca or by contacting Dr. John Schrader by fax at (604) 822-7815 or by e-mail at john@bre.ubc.ca. Applicants should submit a curriculum vitae, an outline of research interests and the names of three referees to **Dr. John Schrader, Director, The Biomedical Research Centre, 2222 Health Sciences Mall, The University of British Columbia, Vancouver, BC, V6T 1Z3, Canada.** Deadline: **August 31, 1996.** Anticipated start date is January 1, 1997.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

St. George Campus University of Toronto INSTRUCTOR — PHYSICS

Applications are invited for a possible contractually limited appointment at the level of Instructor in Physics starting September 1, 1996. The position is initially for one year with a possible extension to several years. The primary duties are teaching one undergraduate course, supervising first year laboratories and helping develop laboratory experiments. We are primarily interested in a PhD with an experimental physics background. Teaching experience is useful. The salary will depend on qualifications and experience. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. The University of Toronto encourages applications from both women and men. Applications, including Curriculum Vitae and three letters of reference should be addressed to:

Professor H.M. van Driel
Department of Physics
60 St. George Street
Toronto, Ontario
M5S 1A7

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University of Prince Edward Island
Dean, School of Nursing

The University of Prince Edward Island invites applications and nominations for the Dean of the School of Nursing. The School, which graduated its first class in 1996, offers a four-year integrated baccalaureate program based on Primary Health Care and currently has a proposal in review to commence a Post RN program in September 1997. At present, the School has 7 full-time and 13 part-time faculty members and approximately 100 students. As the only nursing program in the province, the School has strong links with the community and is actively involved in ensuring the delivery of quality health care in a changing health care system.

The University of Prince Edward Island has an enrolment of 2,700 full- and part-time students and a teaching faculty of 200. The University provides a rich blend of academic programs in the arts, sciences, business, education, nursing, and veterinary medicine. These programs are predominantly at the undergraduate level and attract students from the Maritime region and beyond. The School of Nursing is one of six faculties and schools within this community of scholars.

As the senior executive officer of the School, the Dean is expected to be a dynamic leader and to serve as a role model in the pursuit of excellence in education, research, and professional practice. The successful applicant will help to create and to support opportunities for nursing students, faculty, and staff so that they may continue to have a positive impact on health care. The position involves being an effective advocate for nursing within the University and beyond. The Dean of Nursing will promote collaboration in education and research. We are seeking a recognized scholar and administrator in the field of nursing, one who is prepared to be innovative in the further development of the academic research profile of the School. The successful candidate will have a minimum of a master's degree in nursing, an earned doctoral degree, and eligibility for registration with the Association of Nurses of Prince Edward Island.

The term of appointment is for six years commencing on 1 July 1997. Salary is commensurate with experience and qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Prince Edward Island is committed to employment equity.

Applications, including a complete curriculum vitae (and the names of three referees from whom you have requested letters of reference) should be submitted by **27 September 1996**; nominations should be submitted by **13 September 1996** to:

Chair, Search Committee for a Dean of Nursing
***c/o* Office of the President, University of Prince Edward Island —**
550 University Avenue, Charlottetown, PE C1A 4P3

Telephone: (902) 566-0483; Fax: (902) 628-4311

THE UNIVERSITY OF BRITISH COLUMBIA

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We are seeking a decision scientist to join a recently established multi-disciplinary health services research centre in Vancouver, affiliated with the University of British Columbia, and focusing on research in issues of importance to child, family and women's health. In addition, it supports institutional and multi-centred clinical trials and basic science research.

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UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Interested individuals should send their curriculum vitae, selected reprints, a brief statement of research interests and the names and addresses of three referees to:

Linda Peritz, PhD
Managing Director
Centre for Evaluation Sciences
BC Research Institute for Child & Family Health
4480 Oak St., Room E414
Vancouver, BC V6H 3V4
Canada

Tel: (604)875-2441
Fax: (604)875-3124
E-mail: lind@unixg.ubc.ca

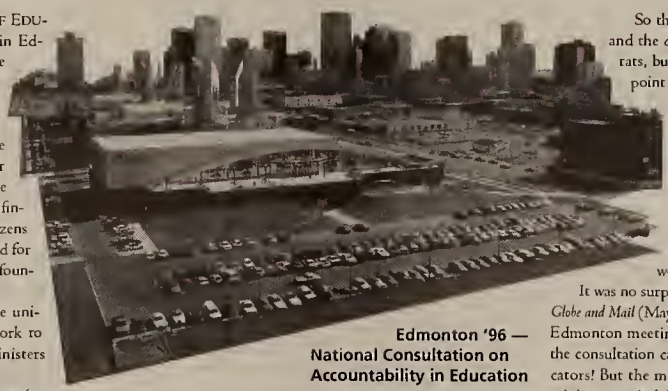
Application deadline is **August 31, 1996** The anticipated start date is **April 1, 1997.**

Now What Will They Do?

BILL BRUNEAU

The Council of Ministers of Education, Canada [CMEC] met in Edmonton this past May for the second National Consultation on Education "Accountability in Education." The university and college sector was very much on the ministers' minds. From one point of view, this was a good thing, for the Edmonton meeting spoke with one voice: the main job of education in this fin-de-siècle is to make critically-minded citizens generally educated, practically well-prepared for changing times, and provided with strong foundations in various fields of knowledge.

If ministers were listening, we in the universities have little to fear, and much work to do. The great question is, were the ministers listening?



Edmonton '96 — National Consultation on Accountability in Education

The 250-plus participants at Edmonton (not counting ministers and high civil servants) came from every corner of the post-secondary education community. There were teachers, parents, students, business people, organized labour, school boards, university presidents, and boards of governors. We came from every province and region and from many groups and minorities, visible and invisible. All we participants were surprised to find how much we were at one. We all want accessible, affordable, transparently governed, adequately funded and socially responsible public education at all levels.

We also want accountability. By this we mean accountability to the public interest, to the demands of the whole community, not accountability as the "bean-counters" would like it.

Some of Canada's ministers of education have a problem, for this was not the message they expected to hear. At least some ministers thought the system should be opened to market forces, competition, and forceful measures of bureaucratic accountability. These same ministers thought the Edmonton "consultation" would agree. It did not, and that is "the problem."

We had a first inkling of ministerial predilections at the opening session. William Thorsell of *The Globe and Mail* claimed that Canadian education quality is in free-fall. Like several later speakers, he further opined that statistical tests should be imposed, and that the "customers" of universities and colleges should rule the roost.

On the other hand, a well-informed minority of speakers at this and other sessions (among them the Principal of Bishop's University, the President of the Canadian Teachers' Federation, two students, and a university president turned businessman) vigorously argued the opposite. For these speakers, the great problems of public education are access, open governance, and shared goals and objectives. If we are to be held accountable (and we will), then let us be accountable on these fronts.

So the struggle was between the bean-counters and the democrats; bean-counters may be democrats, but in the heat of debate in Edmonton that point was sometimes lost from view.

The consultation gave at least a third of its time and energy to accountability in post-secondary education. With Alberta and Ontario far advanced in the development of performance indicators, and given national interest in post-secondary education, the ministers must have thought that the Edmonton meeting would advance the great cause.

It was no surprise then, to read Jennifer Lewington in *The Globe and Mail* (May 21) recounting one minister's view of the Edmonton meeting. The minister's interpretation was that the consultation came out four-square for performance indicators! But the meeting did NOT come out this way. The minister was indulging in a little wishful thinking. This tale suggests that CMEC was from the start not quite open to the popular will.

Those of us who made the trek to Edmonton have work to do. It seems our message is not getting through. Yet, for the first time since Confederation, provincial ministers have in CMEC a framework for truly cooperative governance in higher and public education. That alone is encouraging.

Besides, not all ministers are fixated on statistics and accounting; some, perhaps most, understand that quality education requires strong moral and financial support, and that it flourishes best under free and transparent self-government.

The ministers have the promise of participation from all the crucial players in the sector. CAUT is one of those players.

Although the ministers may not have heard what they wanted in May, they have been presented with a rare opportunity: to listen, to cooperate, and to act. So have we all. ■

Que vont-ils faire maintenant?

Le Conseil des ministres de l'Éducation, Canada (CMEC) s'est réuni à Edmonton en mai dernier à l'occasion des deuxièmes assises pancanadiennes de l'éducation qui portaient sur l'obligation de rendre compte. Le secteur des universités et des collèges préoccupait beaucoup les ministres, ce qui était une bonne chose dans un sens puisque la consultation semblait unanime sur un point: il importe avant tout, en cette fin de siècle, de former des citoyens capables de formuler un jugement, ayant une culture générale, pratiquement prêts à s'adapter aux circonstances changeantes et possédant une solide base dans divers champs de connaissance.

Si les ministres ont écouté, nous n'avons rien à craindre, nous des universités. Nous avons par contre du pain sur la planche. La grande question à se poser maintenant est celle-ci, est-ce que les ministres ont écouté?

Les assises d'Edmonton ont attiré plus de 250 personnes, sans compter les ministres et les hauts fonctionnaires. Les participants provenaient de tous les secteurs de la collectivité postsecondaire. On y comptait des enseignants, des parents, des étudiants, des gens d'affaires, des syndicalistes, des représentants de commissions scolaires, des recteurs d'université et des membres de conseils de gouverneurs. Nous venions de toutes les provinces et de toutes les régions et nous représentions de nombreux groupes et minorités, visibles et invisibles. Nous avons tous été surpris de constater à quel point nos préoccupations se rejoignaient. Nous voulions tous un système public d'éducation, accessible, abordable, transparent, financé suffisamment et responsable socialement.

Nous voulions aussi une obligation de rendre compte, c'est-à-dire une responsabilité devant l'intérêt public, devant les revendications de toute la collectivité. Nous ne voulions pas ce que les «comptables» aimeraient avoir.

Quelques ministres de l'Éducation ont un problème car ce message n'est pas celui auquel ils s'attendaient. Du moins, de l'avis de certains ministres, le système devrait s'ouvrir aux forces du marché, à la compétition et à de puissantes mesures de responsabilité publique. Ces mêmes ministres pensaient que les participants aux assises d'Edmonton seraient d'accord. Ce n'est pas ce qui est arrivé, et c'est là que réside leur «problème».

D'entrée de jeu, nous avions déjà une petite idée de la préférence des ministres. William Thorsell, du *Globe and Mail*, a prétendu que la qualité de l'éducation au Canada étaient en chute libre. À l'instar d'autres conférenciers qui lui ont succédé, il a soutenu qu'il faudrait imposer des tests statistiques et que les «clients» des universités et des collèges devaient faire la loi.

D'autre part, une minorité bien informée de conférenciers, dont le recteur de l'université Bishop's, le président de la Fédération canadienne des enseignantes et des enseignants, deux étudiants et un ex-recteur d'université recyclé dans les affaires, a vigoureusement soutenu le contraire. Ces conférenciers estiment que les grands problèmes de l'éducation publique sont l'accessibilité, une direction transparente ainsi que des objectifs communs. Si nous devons répondre de nos actes, et nous le ferons, faisons-le sur ces fronts.

La bataille s'est donc livrée entre les «comptables» et les démocrates. Les «comptables» sont peut-être démocrates mais on a parfois perdu de vue cette réalité dans le feu de la discussion.

Au moins le tiers de la consultation a été consacré à l'obligation de rendre compte dans le domaine de l'enseignement postsecondaire. Puisque l'Alberta et l'Ontario ont plus d'une longueur d'avance dans l'élaboration d'indicateurs de rendement et que l'enseignement postsecondaire suscite un intérêt national, les ministres ont dû penser que les assises d'Edmonton feraient avancer la cause.

L'article de Jennifer Lewington, paru dans l'édition du 21 mai du *Globe and Mail*, qui relatait l'opinion d'un ministre présent à Edmonton, n'a donc eu aucun effet de surprise. Selon l'interprétation de ce ministre, il s'est dégagé de cette consultation un engagement ferme envers les indicateurs de rendement! Mais ce N'EST PAS ce qui est ressorti de ces assises. Le ministre a un peu pris ses désirs pour la réalité. Cet incident suppose que, d'entrée de jeu, le CMEC n'était pas très ouvert à la volonté populaire.

Ceux et celles qui se sont rendus à Edmonton ont du pain sur la planche. Il semble que notre message ne passe pas. Pourtant, pour la première fois depuis la Confédération, les ministres provinciaux disposent, avec le CMEC, d'une structure ouvrant la voie à une direction vraiment coopérative dans le domaine de l'enseignement public postsecondaire, ce qui est, en soi, fort encourageant.

De plus, les ministres ne sont pas tous obsédés par les statistiques et la comptabilité. Certains, et peut-être la plupart, comprennent qu'une éducation de qualité exige un fort soutien moral et financier et qu'elle s'épanouit mieux dans la transparence et l'autonomie.

Tous les intervenants importants du secteur, dont l'ACPPU fait partie, ont promis aux ministres leur participation.

Même si les ministres n'ont peut-être pas entendu ce qu'ils voulaient entendre en mai, ils ont toutefois eu une rare occasion d'écouter, de collaborer et d'agir. D'ailleurs, nous avons tous eu cette occasion. ■